



PUBLIC NOTICE

The Mayor and City Council invite you to

our next City Council Meetings

TUESDAY, JULY 25, 2017

5:00 PM - Work Session

7:00 PM - Regular Meeting

South Fulton Service Center Auditorium

5600 Stonewall Tell Road

College Park, GA 30349

If you have any questions or concerns, please contact the City of South Fulton, City Hall at www.cityofsouthfultonga.gov or call 470-809-7700.



DIVIDER SHEET

CITY OF SOUTH FULTON, GEORGIA
South Fulton Service Center Auditorium, 5600 Stonewall Tell Road
Tuesday, July 25, 2017, 5:00PM



The Honorable William “Bill” Edwards, Mayor
The Honorable Catherine F. Rowell, District 1, Mayor Pro Tem
The Honorable Carmalitha Gumbs, District 2 Councilmember
The Honorable Helen Z. Willis, District 3 Councilmember
The Honorable Naeema Gilyard, District 4 Councilmember
The Honorable Rosie Jackson, District 5 Councilmember
The Honorable khalid kamau, District 6 Councilmember
The Honorable Mark Baker, District 7 Councilmember

WORK SESSION AGENDA

1. Review of the July 25, 2017 Regular Meeting Agenda
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DIVIDER SHEET

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The Honorable William “Bill” Edwards, Mayor
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The Honorable Naeema Gilyard, District 4 Councilmember
The Honorable Rosie Jackson, District 5 Councilmember
The Honorable khalid kamau, District 6 Councilmember
The Honorable Mark Baker, District 7 Councilmember

REGULAR MEETING AGENDA

1. Call to Order
2. Invocation
3. Pledge of Allegiance
4. Approval of the Consent Agenda
 - a. Meeting Minutes – Tuesday, July 11, 2017
 - b. Meeting Minutes – Tuesday, July 18, 2017
5. Approval of the Regular Meeting Agenda
6. Proclamations and Recognitions
 - a. Proclamation recognizing Cliftdale Community 65th Anniversary Appreciation Day **(Willis/Gumbs)**
 - b. Proclamation recognizing Camp Village and Joe Roberson Edwards Appreciation Day **(Edwards)**

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- c. Proclamation recognizing April 5th as Nikki Bolden Appreciation Day in the City of South Fulton, Georgia
(Baker/Jackson/khalid)**

7. Public Comment

- a. Speakers will be granted up to two minutes each and public comment will not exceed 30 minutes. Speakers will not be allowed to yield or donate their time to other speakers.

8. Business

a. Resolution

- i. Resolution to Amend the City's Holiday Schedule to Recognize Election Day as an Annual Official City Holiday **(Res2017-034)**; and,
- ii. Resolution Providing Notice of the City of South Fulton's Provision of Police Services **(Res2017-035)**.

b. Ordinances

- i. **[THIRD READING]** Adoption of Ordinance establishing the Planning Commission for the City of South Fulton **(Ord2017-010, June 27, 2017 and July 11, 2017)**; and,
- ii. **[SECOND READING]** Adoption of Ordinance amending Section 3-0001(e) of the City of South Fulton Code of Ordinances by revising the Building Code to include new requirements for classifying construction based on building height **(Ord2017-014, July 11, 2017)**.

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- c. Other Action Items
 - i. Request approval of the following Board Appointments:
 - 1. Planning Commission
 - a. Mr. Isiah Turner, Jr. **(Rowell)**
 - b. Mr. Robert Dow **(Gumbs)**
 - c. Mr. Alvin Reynolds **(Baker)**
 - 2. Zoning Board of Appeals
 - a. Mr. Nicholas D. Wilson **(Rowell)**
 - b. Ms. Geneasa Lynette Elias **(Gumbs)**
 - c. Ms. Brenda Jenkins **(Baker)**
 - 3. Board of Code Enforcement
 - a. Mr. Reginald Tatum **(Rowell)**
 - b. Mr. Sam Bowen **(Gumbs)**
 - c. Mr. Haywood Sherrod **(Baker)**
- 9. City Manager's Weekly Update
- 10. Executive Session (CLOSED), if necessary
- 11. Adjournment

City of South Fulton
City Hall
5440 Fulton Industrial Blvd SW
Atlanta, GA 30336
470.809.7700



DIVIDER SHEET



The Honorable William “Bill” Edwards, Mayor (present)
The Honorable Catherine F. Rowell, District 1, Mayor Pro Tem (present)
The Honorable Carmalitha Gumbs, District 2 Councilmember (present)
The Honorable Helen Z. Willis, District 3 Councilmember (present)
The Honorable Naeema Gilyard, District 4 Councilmember (present)
The Honorable Rosie Jackson, District 5 Councilmember (present)
The Honorable khalid kamau, District 6 Councilmember (present)
The Honorable Mark Baker, District 7 Councilmember (present)

WORK SESSION MINUTES

5:00PM

The Work Session was called to order by Mayor Edwards at 5:00pm.

- 1. Review of the July 11, 2017 Regular Meeting Agenda**

Whereupon, City Attorney representative Kimberly Anderson began explaining the Resolutions and Ordinances.

- a. A motion was made by Councilmember khalid and seconded by Councilmember Gilyard to move Res2017-031 (Additional 90 Day Zoning Moratorium on all Zoning**

Applications) to the Consent Agenda. The motion passed unanimously 7-0-0.

- b. A motion was made by Mayor Pro Tem Rowell and seconded by Councilmember Gumbs to move Ord2017-001 (Charter) to the Consent Agenda. The motion passed unanimously 7-0-0.
- c. A motion was made by Mayor Pro Tem Rowell and seconded by Councilmember Willis to move Ord2017-002 (Ordinance Adopting and Enacting a New Code of Ordinances for the City) to the Consent Agenda. The motion passed unanimously 7-0-0.
- d. A motion was made by Councilmember Willis and seconded by Councilmember Jackson to move Ord2017-003 (Ordinances Governing City Council Meetings) as amended below to the Consent Agenda:

Sec. 2-002. Presiding officer and rules for debate.

(k) Amendments. The proposed amendment shall be included on the agenda for that meeting and distributed to all councilmembers. All amendments require four affirmative votes by the Council for adoption.

And

(s) Hiring of department heads. The city manager shall provide the mayor and council with the resumes of the top three (3) candidates.

The motion passed unanimously 7-0-0. Whereupon the City Attorney representative indicated that she neglected to introduce a recommended change to subsection (r).

- e. A motion was made by Councilmember Baker and seconded by Councilmember Gilyard to revise subsection (r) and request Counsel to provide a clearer explanation regarding when to confer with the City Attorney.

Councilmember khalid made a friendly amendment to strike subsection (r). The friendly amendment was accepted.

Councilmember Willis made a friendly amendment to establish an internal protocol for conferring with the City Attorney. The friendly amendment was not accepted. The motion was not voted upon.

- f. A motion was made by Councilmember khalid and seconded by Councilmember Jackson to rescind the previous motion d. The motion to rescind (motion d.) passed unanimously 7-0-0.
- g. A motion was made by Mayor Pro Tem Rowell and seconded by Councilmember Baker to move Ord2017-003 (Ordinances Governing City Council Meetings) as amended below to the Consent Agenda:

Sec. 2-002. Presiding officer and rules for debate.

(k) Amendments. The proposed amendment shall be included on the agenda for that meeting and distributed to all councilmembers. All amendments require four affirmative votes by the Council for adoption.

(r) Request for legal opinion. The Attorney will establish a protocol to obtain a formal written legal opinion.

And

(s) Hiring of department heads. The city manager shall provide the mayor and council with the resumes of the top three (3) candidates.

A friendly amendment was made by Councilmember Gilyard to remove subsection (r) from the motion g. The friendly amendment was accepted to only amend subsections (k) and (s).

Motion g. passed unanimously 7-0-0, as amended.

- h. A motion was made by Councilmember Baker and seconded by Councilmember khalid to strike subsection (r) from Sec. 2-002, Ord2017-003. Councilmembers Jackson, Gilyard, khalid and Baker voted yea. Councilmembers Gumbs and Willis voted no. Therefore, the motion passed 4-3-0.**
- i. A motion was made by Councilmember Gilyard and seconded by Councilmember Gumbs to hold Ord2017-010 (Planning Commission). Councilmembers Gumbs, Willis, Gilyard, Jackson, khalid and Baker voted yea. Mayor Pro Tem Rowell voted no. Therefore, the motion passed 6-1-0.**
- j. A motion was made by Mayor Pro Tem Rowell and seconded by Councilmember Willis to move Ord2017-011 (Zoning Board of Appeals) to the Consent Agenda. Mayor Pro Tem Rowell, Councilmembers Willis, Gilyard, Jackson and Baker voted yea. Councilmembers Gumbs and khalid voted no. Therefore, the motion passed 5-2-0.**
- k. A motion was made by Councilmember khalid to change the name of the Board of Code Enforcement to the Board of Building Code Enforcement. The motion failed for a lack of a second.**
- l. A motion was made by Mayor Pro Tem Rowell and seconded by Councilmember Willis to move Ord2017-012 (Board of Code Enforcement) to the Consent Agenda. Mayor Pro Tem Rowell, Councilmembers Gumbs, Willis, Gilyard, Jackson and Baker voted yea. Councilmember khalid voted no. Therefore, the motion passed 6-1-0.**
- m. A motion was made by Councilmember Willis and seconded by Councilmember Jackson to move Ord2017-013 (Building Regulations) to the Consent Agenda. Mayor Pro Tem Rowell, Councilmembers Gumbs, Willis, Gilyard, Jackson and Baker voted yea. Councilmember khalid voted no. Therefore, the motion passed 6-1-0.**

- n. A motion was made by Councilmember khalid to offer a substitute Resolution for the Resolution submitted by staff (Res2017-032). The motion failed for a lack of a second.**
- o. A motion was made by Councilmember Willis and seconded by Councilmember Gumbs to move Res2017-032 (Employee Holiday Calendar) presented by staff to the Consent Agenda “as is.” Mayor Pro Tem Rowell, Councilmembers Willis, Gilyard and Baker voted yea. Councilmembers Gumbs, Jackson and khalid voted no. Therefore, the motion passed 4-3-0.**
- p. A motion was made by Mayor Pro Tem Rowell and seconded by Councilmember Jackson to accept the Pay & Scale for Code Enforcement as presented by HR and the City Manager. No vote was taken on the motion, since the item was for presentation only during the Work Session.**
- q. A motion was made by Councilmember Willis and seconded by Councilmember Baker to move the Recruitment Plans, Hiring Update and salaries to an Executive Session regarding Personnel. A friendly amendment was made by Councilmember Gilyard to discuss the methodology in public. The friendly amendment was accepted. The motion passed unanimously 7-0-0.**

Other discussion

Whereupon Councilmember Baker presented a Resolution regarding Budgetary Controls for Members of the City Council.

- r. A motion was made by Councilmember Baker and seconded by Councilmember Jackson to place on the Consent Agenda Res2017-033 (Budgetary Controls for**

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**Members of the City Council) at a reduced rate (40%) for
fiscal year 2017. The motion passed unanimously 7-0-0.**

The Work Session was adjourned by Mayor Edwards at 6:40pm.

DRAFT



DIVIDER SHEET

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The Honorable Catherine F. Rowell, District 1, Mayor Pro Tem (present)
The Honorable Carmalitha Gumbs, District 2 Councilmember (present)
The Honorable Helen Z. Willis, District 3 Councilmember (present)
The Honorable Naeema Gilyard, District 4 Councilmember (present)
The Honorable Rosie Jackson, District 5 Councilmember (present)
The Honorable khalid kamau, District 6 Councilmember (present)
The Honorable Mark Baker, District 7 Councilmember (present)

REGULAR MEETING MINUTES

1. Call to Order

The Regular Meeting was called to order by Mayor Edwards at 7:00pm. A quorum was present.

2. Invocation

The Invocation was rendered by Pastor Warren L. Henry, Chaplain.

3. Pledge of Allegiance

The Pledge was recited in unison.

4. Approval of the Consent Agenda

- a. Meeting Minutes – Tuesday, June 27, 2017**

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A motion was made by Councilmember Baker and seconded by Gilyard to approve the Consent Agenda as amended. The motion passed unanimously 7-0-0.

A motion was made by Councilmember Willis and seconded by Councilmember Jackson to move the hiring update (personnel related matters) to an Executive Session regarding Personnel. The motion passed unanimously 7-0-0.

5. Approval of the Regular Meeting Agenda

A motion was made by Councilmember Jackson and seconded by Baker to approve the Regular Meeting Agenda as amended. The motion passed unanimously 7-0-0.

6. Proclamations and Recognitions

- a. **Proclamation recognizing Patrick & Ishtar Muhammad and Your Faith Farms Appreciation Day. (Gilyard)**

Proclamation was presented.

7. Public Comment

- a. **Speakers will be granted up to two minutes each and public comment will not exceed 30 minutes. Speakers will not be allowed to yield or donate their time to other speakers.**

The following citizens offered public comment:

- **Georgia State Representative William Boddie, Jr. (Congratulations, Thank you, upcoming State Legislature)**
- **Dr. Debra Pearson (Residential Tree Ordinance regarding preservation)**
- **Mr. Donald Hindman (CSX trains that block crossings in District 7 and shutdown the community and emergency responders)**
- **Mr. Marcus Coleman (Family of Nikki Bolden, declaring Old National Day the day before Labor Day – Nikki Bolden/OldNat Day)**

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- Ms. Wanda Ibidapo (Regulation of the hours of operation for the Fulton County firing range at Wolf Creek to be more conducive and less detrimental to the community)
- Ms. Denise Hamb (Requested status of hearing the white papers from the 14 committees who compiled information and made recommendations under the Transition Commission; trash problems on Jones Road off Cedar Grove at South Fulton Parkway; thank you for the “under surveillance” signs)
- Mr. Kevin Marquez (Educator requesting help with programs for kids outside of school)
- Mr. Avon Spence (Concerned with trash and illegal dumping)
- Ms. Glenda Collins (Itemized monthly listing of salaries and benefits for employees, whether it will exceed the amount for the 5 months that have been budgeted, and presenting this information to the citizens)
- Ms. Pat Smith (Loch Lomond resident who is in limbo with respect to residency; applying for positions in the City of South Fulton if you live within the City of Atlanta)
- Ms. Robin Higginbotham (Homelessness issues)
- Mr. Preston Penn Sr. (Walden Park resident; Issues with semi-trucks and 18-wheelers, no trucks in residential areas)

8. Business

a. Resolution

- i. Resolution Imposing an Additional 90 Day Zoning Moratorium on all Zoning Applications for property within the City of South Fulton (**Res2017-031**). **[APPROVED UNDER THE CONSENT AGENDA]**

b. Ordinances

- i. **[SECOND READING]** Ordinance to Recognize Act Number 421 of the 2016 Session of the Georgia General Assembly as the Charter of the City of South Fulton; to

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Provide an Effective Date; and for Other Purposes
**(Ord2017-001, April 29, 2017); [APPROVED UNDER
THE CONSENT AGENDA]**

- ii. **[SECOND READING]** Ordinance to Adopt a Code of Ordinances for the City of South Fulton **(Ord2017-002, April 29, 2017); [APPROVED UNDER THE CONSENT AGENDA]**
- iii. **[SECOND READING]** Adoption of Ordinances Governing City Council Meetings - Operational Ordinances **(Ord2017-003, April 29, 2017); [HELD]**

A motion was made by Councilmember khalid to strike subsection (r). The motion was not seconded.

A motion was made by Mayor Pro Tem Rowell and seconded by Councilmember Baker to approve Ord2017-003 (Ordinances Governing City Council Meetings) as amended/struck below:

Sec. 2-002. Presiding officer and rules for debate.

(k) Amendments. Any amendment to this division by a councilmember shall be submitted to the clerk in writing one week before the designated meeting. The proposed amendment shall be included on the agenda for that meeting and distributed to all councilmembers. All amendments require four affirmative votes by the Council for adoption.

(r) Request for legal opinion. The Attorney will establish a protocol to obtain a formal written legal opinion.

And

(s) Hiring of department heads. At least ten (10) business days prior to the council vote to fill a vacant department head position, the city manager shall provide the mayor and council with the resumes of the top three (3) candidates.

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The motion passed unanimously 7-0-0. Councilmember khalid expressed concerns.

- iv. **[SECOND READING]** Adoption of Ordinance establishing the Planning Commission for the City of South Fulton **(Ord2017-010, June 27, 2017); [APPROVED UNDER THE CONSENT AGENDA]**
- v. **[SECOND READING]** Adoption of Ordinance establishing the Zoning Board of Appeals for the City of South Fulton **(Ord2017-011, June 27, 2017); [APPROVED UNDER THE CONSENT AGENDA]**
- vi. **[SECOND READING]** Adoption of Ordinance establishing the Board of Code Enforcement for the City of South Fulton **(Ord2017-012, June 27, 2017); [APPROVED UNDER THE CONSENT AGENDA]**
- vii. **[SECOND READING]** Adoption of Ordinance establishing Building Regulations **(Ord2017-013, June 27, 2017); and, [APPROVED UNDER THE CONSENT AGENDA]**
- viii. **[FIRST READING]** Adoption of Ordinance amending Section 3-0001(e) of the City of South Fulton Code of Ordinances by revising the Building Code to include new requirements for classifying construction based on building height **(Ord2017-014).**

Presented by City Attorney representative Kimberly Anderson for first reading.

At this point, the Mayor entertained a motion to approve the Consent Agenda. A motion was made by Councilmember Willis and seconded by Councilmember Jackson to approve the Consent Agenda. The motion passed unanimously 7-0-0.

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c. Other Action Items

- i. Request approval of the Employee Holiday Calendar.

[APPROVED UNDER THE CONSENT AGENDA]

- ii. Request approval of the following Board Appointments:

1. Planning Commission

- a. Mr. Harold E. Reid (**Edwards**)
- b. Ms. Pamela C. Harvey (**Willis**)
- c. Mr. Winston Cook (**Jackson**)
- d. ADDED: Ms. Janai C. Walters (**Gilyard**)

2. Zoning Board of Appeals

- a. Mr. Aaron V. Johnson (**Edwards**)
- b. Mr. DeAndre' Mathis (**Willis**)
- c. Ms. Regina Ann Mincey (**Gilyard**)
- d. ~~Mr. Michael Venable~~ REPLACED:
Ms. Amethyst Harris (**Jackson**)

3. Board of Code Enforcement

- a. Ms. Jennifer C. Thompson (**Edwards**)
- b. Mr. Joe Thomas (**Willis**)
- c. Ms. Stacey L. Collier (**Gilyard**)
- d. Ms. Mary Criss (**Jackson**)

d. Presentations & Discussions

- i. Code Enforcement - Pay & Class; and,

Presented by HR staff, Zina Cooper.

- ii. Recruitment Plans for Police Chief and City Manager.

Presented by HR staff, Zina Cooper. Councilmember Gumbs requested a cost analysis be included when the information is presented. Councilmember Jackson indicated her interest to make sure that small business owners are not left out.

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9. City Manager's Weekly Update
 - a. Solid Waste Update
 - b. Hiring Update

Presented by Interim City Manager Ruth C. Jones and City Manager staff, Michael Cuffee (Solid Waste update). Councilmember Willis requested a citywide survey. Councilmember Jackson indicated her interest to make sure that small business owners are not left out.

10. Other (New) Business
 - a. **Resolution to amend Fiscal Year 2017 Budget relating to Budgetary Controls for Members of the City Council (Res2017-033). [INTRODUCED DURING THE WORK SESSION, AND MOVED TO/APPROVED UNDER THE CONSENT AGENDA]**

11. Mayor and City Council Comments

All City Councilmembers and the Mayor made announcements or statements regarding activities in their respective districts or elsewhere in the City.

12. Executive Session (CLOSED), if necessary

Whereupon, Mayor Edwards recessed the meeting for Executive Session regarding Personnel at 8:29pm.

A motion was made by Mayor Pro Tem Rowell and seconded by Councilmember Baker to close the meeting for an Executive Session regarding Personnel. Hearing no objection the Executive Session began.

A motion was made by Councilmember Baker and seconded by Mayor Pro Tem Rowell to close the Executive Session at 9:33pm. The motion passed unanimously 7-0-0.

**IN OPEN SESSION, THE RESULTS OF TWO MOTIONS MADE IN
EXECUTIVE SESSION WERE ANNOUNCED:**

A motion was made by Councilmember Jackson and seconded by Councilmember Baker to provide all City Councilmembers with a copy of the City Attorney's contract. The motion passed unanimously 7-0-0.

A motion was made by Councilmember Willis and seconded by Councilmember Baker to request each Councilmember to submit the name of an Attorney or a Judge to be appointed to a Judiciary Panel to vet names previously submitted by Council to be considered for the position of the Chief Judge of the Municipal Court. Once appointed, the Panel will shortlist the names and provide three (3) finalists back to the City Council for their consideration. The motion passed unanimously 7-0-0.

13. Adjournment

A motion was made by Mayor Pro Tem Rowell and seconded by Councilmember Gilyard to adjourn the meeting. The motion passed unanimously 7-0-0. And the meeting was adjourned at 9:40pm.

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DIVIDER SHEET



The Honorable William “Bill” Edwards, Mayor (present)
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The Honorable Carmalitha Gumbs, District 2 Councilmember (present)
The Honorable Helen Z. Willis, District 3 Councilmember (present)
The Honorable Naeema Gilyard, District 4 Councilmember (present)
The Honorable Rosie Jackson, District 5 Councilmember (present)
The Honorable khalid kamau, District 6 Councilmember (present)
The Honorable Mark Baker, District 7 Councilmember (present)

WORK SESSION MINUTES

The Work Session was called to order by Mayor Edwards at 5:00pm. The roll was called and all Councilmembers were present.

- 1. ~~Transition Commission’s Naming Sub-Committee~~
Peoples Campaign Branding Committee.**

Mr. Harold Reid began the presentation by offering an overview, preface and primary goals of this effort. In determining a Branding Methodology and Naming the City, the Committee identified a need to first develop vision and mission statements. At this time, Mr. Reid presented two options as developed by the Committee.

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Then, Mr. Reid introduced Mr. Rick Washington who began by giving an overview, process and the methodology used by the Committee for creating a short list of names for the City, thereby beginning the Branding of the City.

- 2. Presentation by American Medical Response (AMR) regarding Ambulance Services.**

Mr. Xavier Jones introduced himself as one of the officers for AMR and indicated that his manager had a state of emergency and needed to reschedule his presentation. He then offered the opportunity to answer a few questions. Mayor Edwards expressed his disappointment with attempting to receive a proper presentation regarding ambulance services within the City. He expressed his appreciation to Mr. Jones, but declined to hear anything further from Mr. Jones, given his lack of knowledge regarding questions or information needed to properly brief Council.

- 3. Update on Strategic Planning & Budget Workshop processes.**

Interim City Manager Ruth C. Jones gave a presentation regarding the Budget Process for the 2018 Budget, including the process, applicable laws and a timeline/calendar.

- a. A motion was made by Councilmember Gilyard and seconded by Councilmember Jackson to conduct/develop a one-day Strategic Planning Session (Retreat), as soon as possible to complete their work started on June 21, 2017 (Mission, Vision and Strategic Priorities) within a day. The motion passed unanimously. [PASSED]**
 - b. A motion was made by Mayor Pro Tem Rowell and seconded by Councilmember Willis to hold the Budget Work Sessions with presentations from the subcommittees and departments beginning at 3pm and ending at 9pm. A friendly amendment was made by Councilmember khalid to hold Work Sessions on 8/2/2017 and 8/3/2017 from 8am to 5pm, allowing Council to present/interject their priorities and responses, after hearing the presentations. The friendly amendment was not accepted. Mayor Pro Tem Rowell, and Councilmembers Gumbs and Willis voted yea. Councilmembers**
-

Gilyard, Jackson, khalid, and Baker voted no. Therefore, the motion failed for a lack of four votes. [FAILED]

- c. A motion was made by Councilmember khalid and seconded by Councilmember Baker to adopt his outline/proposal (as disseminated) and find a way to incorporate it during the 8/2/2017 and 8/3/2017 presentations, to be used in conjunction with what the City Manager has presented. Councilmembers Gilyard, Jackson, khalid, and Baker voted yea. Mayor Pro Tem Rowell, and Councilmembers Gumbs and Willis voted no. [PASSED]
- d. A motion was made by Councilmember Gumbs and seconded by Councilmember khalid to hold a Strategic Planning session on next Wednesday (7/26/2017) from 8:30am to noon. The motion passed unanimously. [PASSED]
- e. A motion was made by Councilmember Gumbs and seconded by Mayor Pro Tem Rowell to hold the second Budget Work Session on 8/3/2017, starting at 3pm and ending at 9pm. Mayor Pro Tem Rowell and Councilmembers Gumbs, Willis, Gilyard, Jackson and khalid voted yea. Councilmember Baker voted no. [PASSED]
- f. A motion was made by Councilmember Gumbs and seconded by Councilmember Jackson to hold the first Budget Work Session on 8/2/2017, to begin at 3pm. Councilmembers Gumbs, Willis, Gilyard, and Jackson voted yea. Councilmember khalid and Baker voted no. [PASSED]

Councilmember khalid requested a list/timeline for the length of time that it will take to hear the necessary presentations.

Mayor Edwards urged Council to adhere strictly to the allotted times.

- 4. City Attorney's proposal to establish an internal Protocol (Best Practices).

Interim City Attorney Josh Belinfante presented a draft proposal for how best to utilize the City Attorney to ensure that Council gets what they need and to receive it in a timely fashion, as distributed and titled City Attorney Policy and Guidelines. At the end of his presentation, he answered questions and indicated that there is merit in having an attorney representative available at

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City Hall for a set number of hours, whether that individual is employed by his firm or is an official employee of the City.

Hearing no further business, a motion was made by Councilmember Baker and seconded by Councilmember Gilyard to adjourn the meeting. Mayor Edwards adjourned the meeting at 6:45pm.

DRAFT



DIVIDER SHEET

STATE OF GEORGIA
COUNTY OF FULTON
CITY OF SOUTH FULTON

OPTION “A”

RESOLUTION No. 2017-034

**RESOLUTION TO AMEND THE CITY’S HOLIDAY SCHEDULE TO
RECOGNIZE ELECTION DAY AS AN ANNUAL, OFFICIAL CITY HOLIDAY**

Councilmember khalid kamau offers the following amendment to Resolution No. 2017-0XX Approving the City’s Holiday Schedule:

Inserting the following Whereas Clauses after the penultimate Whereas Clause:

WHEREAS, the City of South Fulton desires to promote opportunities for participation by City Employees and Resident Voters in the democratic process; and

WHEREAS, a US Census Survey found that in 2014, registered non-voters cited being “too busy” as the number one reason for not voting (28%); and

WHEREAS, residents of South Fulton have some of the longest commutes in the metropolitan Atlanta area to and from job sites; and

WHEREAS, a 2014 Pew Research Study found that nonvoters are typically younger voters, more racially diverse, less educated and more financially strapped, and 2010 United States Census Data show South Fulton residents reflect these demographics; and

WHEREAS, the holding of Election Day on a Tuesday most greatly disadvantages middle and low income workers for whom it is the most difficult to take time off from work to vote, and low voter participation threatens to erode the responsiveness of our government and legitimacy of our laws; and

WHEREAS, Election Day is already a holiday in Puerto Rico in presidential election years. And throughout the late 20th century, turnout for Puerto Rico's quadrennial elections was 50 percent higher than it was for presidential contests in the United States:

Striking the proposed calendar and substituting the following in its place:

- January 1 shall be observed as New Year’s Day
- Third Monday in January shall be observed as Martin Luther King Jr. Day
- Third Monday in February shall be observed as President’s Day
- Last Monday in May shall be observed as Memorial Day
- July 4 shall be observed as Independence Day

- First Monday in September shall be observed as Labor Day
- Second Monday in October shall be observed as Columbus Day
- First Tuesday after the first Monday in November (Election Day) shall be observed every year as Election Day
- November 11 shall be observed as Veteran's Day
- Fourth Thursday in November shall be observed as Thanksgiving
- Fourth Friday in November shall be observed as Day after Thanksgiving
- December 24 shall be observed as Christmas Eve
- December 25 shall be observed as Christmas Day
- December 31 shall be observed as New Year's Eve

By inserting the following after the calendar:

1. Election Day shall be observed as a holiday annually. On City of South Fulton Election Years. Employees mission critical to Election Day will be offered flex time for the hours they work on Election Day.
2. The City Council encourages all business owners in the City of South Fulton city limits to give their employees the entire day to research Election issues and participate in voting and volunteering on Election Day.
3. The City Council encourages all other Georgia municipal, county and school board leaders to enact Election Day resolutions for their employees.
4. The City Council encourages our State and Federal Leaders to adopt resolutions making Election Day an official holiday.
5. The City Council encourages all voters to voice their concern for low voter turnout and become actively involved in the promotion and/or facilitation of Election Day voting.

The foregoing Resolution No. **2017-034** was offered by Councilmember khalid kamau, who moved its approval. The motion was seconded by Councilmember _____, and being put to a vote, the result was as follows:

	AYE	NAY
William “Bill” Edwards, Mayor	_____	_____
Catherine Foster Rowell, Mayor Pro Tem	_____	_____
Carmalitha Lizandra Gumbs	_____	_____
Helen Zenobia Willis	_____	_____
Gertrude Naeema Gilyard	_____	_____
Rosie Jackson	_____	_____
khalid kamau	_____	_____
Mark Baker	_____	_____

THIS RESOLUTION adopted this _____ day of _____ 2017. **CITY OF
SOUTH FULTON, GEORGIA**

WILLIAM “BILL” EDWARDS, MAYOR

ATTEST:

MARK MASSEY, CITY CLERK

APPROVED AS TO FORM:

JOSH BELINFANTE, INTERIM CITY ATTORNEY



DIVIDER SHEET

STATE OF GEORGIA
COUNTY OF FULTON
CITY OF SOUTH FULTON

OPTION “B”

RESOLUTION No. 2017-034

**RESOLUTION TO AMEND THE CITY’S HOLIDAY SCHEDULE TO
RECOGNIZE ELECTION DAY **AS AN ANNUAL**, OFFICIAL CITY HOLIDAY**

Councilmember khalid kamau offers the following amendment to Resolution No. 2017-OXX Approving the City’s Holiday Schedule:

Inserting the following Whereas Clauses after the penultimate Whereas Clause:

WHEREAS, the City of South Fulton desires to promote opportunities for participation by City Employees and Resident Voters in the democratic process; and

WHEREAS, a US Census Survey found that in 2014, registered non-voters cited being “too busy” as the number one reason for not voting (28%); and

WHEREAS, residents of South Fulton have some of the longest commutes in the metropolitan Atlanta area to and from job sites; and

WHEREAS, a 2014 Pew Research Study found that nonvoters are typically younger voters, more racially diverse, less educated and more financially strapped, and 2010 United States Census Data show South Fulton residents reflect these demographics; and

WHEREAS, the holding of Election Day on a Tuesday most greatly disadvantages middle and low income workers for whom it is the most difficult to take time off from work to vote, and low voter participation threatens to erode the responsiveness of our government and legitimacy of our laws; and

WHEREAS, Election Day is already a holiday in Puerto Rico in presidential election years. And throughout the late 20th century, turnout for Puerto Rico's quadrennial elections was 50 percent higher than it was for presidential contests in the United States:

Striking the proposed calendar and substituting the following in its place:

- January 1 shall be observed as New Year’s Day
- Third Monday in January shall be observed as Martin Luther King Jr. Day
- Third Monday in February shall be observed as President’s Day
- Last Monday in May shall be observed as Memorial Day
- July 4 shall be observed as Independence Day

- First Monday in September shall be observed as Labor Day
- First Tuesday after the first Monday in November (Election Day) shall be observed every year as Election Day
- November 11 shall be observed as Veteran's Day
- Fourth Thursday in November shall be observed as Thanksgiving
- Fourth Friday in November shall be observed as Day after Thanksgiving
- December 24 shall be observed as Christmas Eve
- December 25 shall be observed as Christmas Day
- December 31 shall be observed as New Year's Eve

By inserting the following after the calendar:

1. Election Day shall be observed as a holiday annually. Employees mission critical to Election Day will be offered flex time for the hours they work on Election Day.
2. The City Council encourages all business owners in the City of South Fulton city limits to give their employees the entire day to research Election issues and participate in voting and volunteering on Election Day.
3. The City Council encourages all other Georgia municipal, county and school board leaders to enact Election Day resolutions for their employees.
4. The City Council encourages our State and Federal Leaders to adopt resolutions making Election Day an official holiday.
5. The City Council encourages all voters to voice their concern for low voter turnout and become actively involved in the promotion and/or facilitation of Election Day voting.

The foregoing Resolution No. **2017-034** was offered by Councilmember khalid kamau, who moved its approval. The motion was seconded by Councilmember _____, and being put to a vote, the result was as follows:

	AYE	NAY
William “Bill” Edwards, Mayor	_____	_____
Catherine Foster Rowell, Mayor Pro Tem	_____	_____
Carmalitha Lizandra Gumbs	_____	_____
Helen Zenobia Willis	_____	_____
Gertrude Naeema Gilyard	_____	_____
Rosie Jackson	_____	_____
khalid kamau	_____	_____
Mark Baker	_____	_____

THIS RESOLUTION adopted this _____ day of _____ 2017. **CITY OF
SOUTH FULTON, GEORGIA**

WILLIAM “BILL” EDWARDS, MAYOR

ATTEST:

MARK MASSEY, CITY CLERK

APPROVED AS TO FORM:

JOSH BELINFANTE, INTERIM CITY ATTORNEY



DIVIDER SHEET

**STATE OF GEORGIA
COUNTY OF FULTON
CITY OF SOUTH FULTON**

RESOLUTION NO. 2017-035

**A RESOLUTION PROVIDING NOTICE OF THE CITY OF SOUTH FULTON'S
PROVISION OF POLICE SERVICES.**

WHEREAS, the City of South Fulton ("City") is a municipal corporation duly organized and existing under the laws of the State of Georgia;

WHEREAS, the City Council is authorized by O.C.G.A. § 36-35-3 to adopt ordinances relating to its property, affairs, and local government;

WHEREAS, the duly elected governing authority of the City is the Mayor and City Council;

WHEREAS, Section 7.16(b) of the City Charter authorizes the City of South Fulton to provide written notice to Fulton County of its intent to provide services or functions now being performed by Fulton County; and

WHEREAS, Section 4.2 of the Intergovernmental Agreement for the Provision of Certain Services between Fulton County, Georgia and the City of South Fulton, Georgia requires the City to provide 180-day notice to Fulton County of its intent transition police services from Fulton County to the City.

BE IT HEREBY RESOLVED by the Mayor and City Council that:

1. The aforesaid recitals are not mere recitals, but are material portions of this Resolution;
2. Beginning May 1, 2017, the City is providing Police Department services.
3. Approval of Execution. The Mayor is hereby authorized to sign all documents necessary to effectuate this Resolution. The City Clerk is authorized to execute, attest to, and seal any document that may be necessary to effectuate this Resolution, subject to approval as to form by the Interim City Attorney.
4. Severability. To the extent, any portion of this Resolution is declared invalid, unenforceable or non-binding, that shall not affect the remaining portions of this Resolution.

5. Repeal of Conflicting Provisions. All City resolutions are hereby repealed to the extent they are inconsistent with this Resolution.
6. Effective Date. This Resolution shall take effect immediately.

The foregoing Resolution No. **2017-035** was offered by Councilmember _____, who moved its approval. The motion was seconded by Councilmember _____, and being put to a vote, the result was as follows:

	AYE	NAY
William “Bill” Edwards, Mayor	_____	_____
Catherine Foster Rowell, Mayor Pro Tem	_____	_____
Carmalitha Lizandra Gumbs	_____	_____
Helen Zenobia Willis	_____	_____
Gertrude Naeema Gilyard	_____	_____
Rosie Jackson	_____	_____
khalid kamau	_____	_____
Mark Baker	_____	_____

THIS RESOLUTION adopted this _____ day of _____ 2017. **CITY OF
SOUTH FULTON, GEORGIA**

WILLIAM "BILL" EDWARDS, MAYOR

ATTEST:

MARK MASSEY, CITY CLERK

APPROVED AS TO FORM:

JOSH BELINFANTE, INTERIM CITY ATTORNEY



DIVIDER SHEET

**STATE OF GEORGIA
COUNTY OF FULTON
CITY OF SOUTH FULTON**

ORDINANCE No. 2017-010

**ADOPTION OF ORDINANCE ESTABLISHING THE PLANNING
COMMISSION FOR THE CITY OF SOUTH FULTON**

WHEREAS, the City of South Fulton (“City”) is a municipal corporation duly organized and existing under the laws of the State of Georgia;

WHEREAS, the City Council is authorized by O.C.G.A. § 36-35-3 to adopt ordinances relating to its property, affairs, and local government;

WHEREAS, the duly elected governing authority of the City is the Mayor and City Council;

WHEREAS, Section 4.11 of the City Charter authorizes the City Council to create such boards, commissions and authorities to fulfill any investigative, quasi-judicial, or quasi-legislative function the City Council deems necessary;

WHEREAS, Section 1.12(b)(26) of the City Charter authorizes the City to exercise planning and zoning powers;

WHEREAS, the City is charged with preserving the health, safety, and welfare of its citizens; and

WHEREAS, the establishment of a Planning Commission to oversee all zoning and planning of the City is in the best interest of the City.

THE COUNCIL OF THE CITY OF SOUTH FULTON HEREBY ORDAINS
as follows:

Section 1: The City of South Fulton Code of Ordinances, Chapter 5, Title 5, Zoning and Planning, is hereby established and enacted as follows:

Title 5: ZONING AND PLANNING

CHAPTER 5. – PLANNING COMMISSION

Sec. 5-5001. – Initiation of amendments.

- (a) Amendments to the text of this chapter and the official zoning map may be initiated by the city council, official action of the planning commission, or pursuant to a proposed ordinance introduced by the community development department.

- (b) Owners of subject property or their authorized agent may initiate amendments to the official zoning map and the comprehensive plan subject to the rules and policies of the planning commission, ordinances and resolutions of the City, and Georgia law.
- (c) Before enacting any amendment to this chapter or to the official zoning map, the city council shall provide for the public notice and public hearings required by this chapter and Georgia law.

Sec. 5-5002. – Planning commission established; membership; terms.

- (a) *Creation.* There is hereby established a planning commission which shall consist of eight members, residents of the city, who shall be appointed by the governing authority as follows:
 - (1) One member shall be nominated by each member of the City Council and the Mayor; and
 - (2) Each member shall be approved by a vote of the majority of the City Council.
- (b) *Terms.* The Planning commissioners shall serve a term consistent with that of the member of the City Council (or the Mayor) making the nomination. A planning commissioner shall serve until his or her replacement is appointed by the City Council in a manner consistent with this ordinance. The Planning Commission members shall serve no more than two terms, either consecutive or non-consecutive, and a term shall end upon the swearing in or re-swearing in of the member of the City Council (or the Mayor) who nominates the Planning Commission member.
- (c) *Chair and Vice Chair.* The planning commission shall elect one of its members to serve as chairperson and another to serve as vice-chairperson. The chairperson and vice-chairperson of the planning commission shall serve a term of one year or until reelected or a successor is elected. The duty of the chair shall be to conduct the meetings in accordance with the procedures set forth herein and any other rules or regulations established by the Planning Commission. The vice-chairperson shall conduct the meetings in the chair's absence. The vice-chairperson may be appointed chair if the chair is removed from office, or due to a physical or mental disability, cannot perform the duties of chair.
- (c) *Qualifications.*
 - (1) Members of the planning commission shall hold no other city office or city-compensated position during such member's term.
 - (2) All planning commissioners shall be residents of the City.
 - (3) No person shall preside at a meeting of the planning commission as a member of the planning commission until they have been certified as having completed a training session of eight hours.
- (d) *Removal.*
 - (1) Except as provided in paragraph 2 of this subsection, Planning commissioners serve at the pleasure of the City Council and may be removed

upon motion of the nominating councilmember and affirmative vote of a majority of the City Council.

(2) Planning Commission members shall automatically be removed from the Commission if they miss two consecutive meetings without the permission of the Chair, or if the Commission member fails to attend at least 75 percent of the Commission meetings in a 12 month period. The Commission secretary shall notify the City Clerk of any Commission member who does not attend a meeting. If a Commission member is removed for failure to attend meetings as set forth in his paragraph, the removal is automatic and does not require a vote of the City Council.

- (e) *Compensation.* The City Council shall, by resolution, determine the amount of compensation, if any, to be paid to the members of the planning commission. In the absence of such resolution, no compensation shall be provided to the members of the planning commission.

Sec. 5-5003. – Planning commission to hold public hearing and make recommendation on all proposed amendments.

Until the City adopts its own ordinances, the ordinances of Fulton County shall govern. The Planning Commission is authorized to render decisions based on Fulton County's ordinances until the City adopts its own, at which point, the Planning Commission shall apply the City's ordinances. No amendment to the official zoning map or the comprehensive plan character area maps shall become effective unless it has first been submitted to the planning commission for public hearing and recommendation pursuant to the requirements of this title and this chapter. No amendment to the text of this chapter shall become effective unless a proposed ordinance has been submitted to the planning commission for public hearing and recommendation pursuant to the requirements of this division and this chapter.

Sec. 5-5004. – Planning Commission and City Council to adopt rules of procedures.

The planning commission and the City Council shall propose rules of procedure to the City Council, and the rules shall specify the policies and procedures that govern calling and conducting the public hearings by the Planning Commission. Robert's Rules of Order shall govern any procedural question not otherwise covered in the rules of procedure of the Planning Commission or City Council. The proposed rules shall not be effective until either the City Council approves them at a public meeting, or the City Council has not acted on the proposed rules for three public meetings since receiving notice of the proposed rules by the Planning Commission. Notice shall be provided to the City Council by the City Clerk upon transmission of the proposed rules from the Planning Commission to the City Clerk. The Planning Commission rules shall be made available for distribution to the public.

Sec. 5-5005. – Voting.

Whenever a vote is required by the members of the Planning Commission, the member appointed by the Mayor shall not vote except in the case of a tie.

Sec. 5-5006. – Secretary of Planning Commission; staff support.

A City employee shall serve as the Planning Commission secretary. The secretary shall provide support to the Planning Commission as reasonable and necessary to accomplish said Commission's duties. The secretary of the Planning Commission shall provide the members of the Planning Commission all information submitted to, or generated by, city staff on each proposed amendment, which the Commission considers, including: a copy of the application and all supporting materials; all other written communications given to the staff either in support of or in the opposition to the amendment; and the proposed amendment. The secretary shall be responsible for permanently maintaining the records of the Planning Commission.

Section 2: Severability

In the event any portion of this ordinance shall be declared or adjudged invalid or unconstitutional, it is the intention of the City Council of the City of South Fulton, Georgia, that such adjudication shall in no manner affect the other sections, sentences, clauses or phrases of this ordinance which shall remain in full force and effect, as if the invalid or unconstitutional section, sentence, clause or phrase were not originally a part of the ordinance.

Section 3: Repealer

All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

Section 4: Effective Date

Unless specifically specified elsewhere in this Ordinance, the effective date of this Ordinance shall be July 12, 2017.

The foregoing Ordinance No. **2017-010** was offered by Councilmember _____, who moved its approval. The motion was seconded by Councilmember _____, and being put to a vote, the result was as follows:

	AYE	NAY
William “Bill” Edwards, Mayor	_____	_____
Catherine Foster Rowell, Mayor Pro Tem	_____	_____
Carmalitha Lizandra Gumbs	_____	_____
Helen Zenobia Willis	_____	_____
Gertrude Naeema Gilyard	_____	_____
Rosie Jackson	_____	_____
khalid kamau	_____	_____
Mark Baker	_____	_____

THIS ORDINANCE adopted this _____ day of _____ 2017. **CITY OF
SOUTH FULTON, GEORGIA**

“THIRD READ”

WILLIAM “BILL” EDWARDS, MAYOR

ATTEST:

MARK MASSEY, CITY CLERK

APPROVED AS TO FORM:

JOSH BELINFANTE, INTERIM CITY ATTORNEY



DIVIDER SHEET

**STATE OF GEORGIA
COUNTY OF FULTON
CITY OF SOUTH FULTON**

ORDINANCE No. 2017-014

**ADOPTION OF ORDINANCE AMENDING SECTION 3-0001(e) OF THE
CITY OF SOUTH FULTON CODE OF ORDINANCES BY REVISING THE
BUILDING CODE TO INCLUDE NEW REQUIREMENTS FOR CLASSIFYING
CONSTRUCTION BASED ON BUILDING HEIGHT**

WHEREAS, the City of South Fulton ("City") is a municipal corporation duly organized and existing under the laws of the State of Georgia;

WHEREAS, the City Council is authorized by O.C.G.A. § 36-35-3 to adopt ordinances relating to its property, affairs, and local government;

WHEREAS, the duly elected governing authority of the City is the Mayor and City Council;

WHEREAS, the City is charged with preserving the health, safety, and welfare of its citizens; and

WHEREAS, the Mayor and City Council find that in order to preserve the safety of persons inhabiting buildings above a certain height, the Council wish to institute a requirement for construction with enhanced quality materials that increase the durability and longevity of the buildings;

WHEREAS, the City of South Fulton currently enforces building regulations as set out in Section 3 of the City of South Fulton Code, which adopts the state minimum standard building codes;

WHEREAS, in order to create easily accessible development regulations that integrate the adopted state regulations, the Mayor and Council wish to locally amend the state minimum standard building code to provide for increased building quality, sustainability, durability, and longevity while revitalizing the areas zoned for uses other than what is currently developed;

WHEREAS, the City Council has found that local climatic, geologic, topographic and public safety conditions justify the proposed amendment;

WHEREAS, the proposed amendment provides requirements not less stringent than those specified in the state minimum standard codes for the protection of life and property;

WHEREAS, pursuant to O.C.G.A. § 8-2-25, the City of South Fulton has transmitted the text of the amendment to the Georgia Department of Community Affairs for review;

WHEREAS, the establishment of a building regulations within the City's borders is in the best interest of the City.

THE COUNCIL OF THE CITY OF SOUTH FULTON HEREBY ORDAINS
as follows:

Section 1: The City of South Fulton Code of Ordinances, Title 3, Building Regulations, Chapter 1, Section 3-0001(e) is hereby amended and enacted as follows:

Building Regulations

Title 3:

Chapter 1: Adoption of State Law.

Section 3-0001: State Minimum Standards Adopted.

(e) Construction Classification and Building Height. Any new building or structure designed or intended to be more than three (3) stories in height in any respect and which individually or in aggregate with other principal buildings or structures on the same site exceeds 100,000 sq. ft. of Gross Floor Area (GFA), within the confined exterior walls of the structures whether occupiable or non-occupiable, shall, irrespective of any conflicting allowances or provisions of any other standard, code or ordinance having force and effect in the corporate limits of the City of South Fulton, Georgia, be of Type I or Type II construction defined in Chapter 6 of the 2012 International Building Code as amended by the State of Georgia. This regulation shall not be used to relax or reduce any requirement in Table 503, Allowable Building Heights and Areas, or any other Section of the current adopted International Building Code.

Section 2: Severability

In the event any portion of this ordinance shall be declared or adjudged invalid or unconstitutional, it is the intention of the City Council of the City of South Fulton, Georgia, that such adjudication shall in no manner affect the other sections, sentences, clauses or phrases of this ordinance which shall remain in full force and effect, as if the invalid or unconstitutional section, sentence, clause or phrase were not originally a part of the ordinance.

Section 3: Repealer

All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

Section 4: Effective Date

This Ordinance shall become effective after the Georgia Department of Community Affairs has informed the City of South Fulton that the Department has no comments on the proposal and it is a local decision whether to adopt the amendment or after 60 days from the date the City transmits the ordinance to the Georgia Department of Community Affairs, whichever is earlier.

The foregoing Ordinance No. **2017-014** was offered by Councilmember _____, who moved its approval. The motion was seconded by Councilmember _____, and being put to a vote, the result was as follows:

	AYE	NAY
William “Bill” Edwards, Mayor	_____	_____
Catherine Foster Rowell,	_____	_____
Mayor Pro Tem		
Carmalitha Lizandra Gumbs	_____	_____
Helen Zenobia Willis	_____	_____
Gertrude Naeema Gilyard	_____	_____
Rosie Jackson	_____	_____
khalid kamau	_____	_____
Mark Baker	_____	_____

THIS ORDINANCE adopted this _____ day of _____ 2017. **CITY OF
SOUTH FULTON, GEORGIA**

“SECOND READ”

WILLIAM “BILL” EDWARDS, MAYOR

ATTEST:

MARK MASSEY, CITY CLERK

APPROVED AS TO FORM:

JOSH BELINFANTE, INTERIM CITY ATTORNEY



DIVIDER SHEET



City of South Fulton - Georgia
Office of the City Manger

**City Manager's Report
Week Ending - July 21, 2017**

July 21, 2017

Honorable Mayor and Council,

Below you find the Office of the City Manager's Weekly Report. This report is intended to provide you with weekly updates of high level task/works in progress from each respective division. Should you have further questions regarding the report, please do not hesitate to contact me directly.

Sincerely,

Ruth C. Jones
Interim City Manger

CITY MANAGER'S DIVISION

1. Met with Mayor & City Council members for weekly standing meetings
2. Met with Mayor and Tom Flanigan
3. Met with Code Enforcement Leadership and Staff
 - a. Discussed Transition Timeline
4. Met with Planning Leadership
 - a. On-going transition updates
5. Met with Frank Milazi for weekly finance update
 - a. 2018 Budget Meeting Schedule
6. Attended ARC Smart Cites Training
7. Met with Executive team to discuss ongoing projects and priority
8. Conducted final interviews and Met with staff regarding interview results:
 - a. Communications Director

- b. Community and Development Services Director
- c. City Engineer

Under the Direction of the City Manager

ASSISTANT TO THE CITY MANAGER

1. Panelist for Communications Director interviews
 - a. Interview Results Meeting with City Manager
2. Met with vendor Interdev – Regarding Decision Points
 - a. Planning
 - b. Code Enforcement
 - c. Police
3. Met with Planning Team -
 - a. Coordinate onsite training for Planning & Code Enforcement
 - b. Resolving outstanding issues
 - c. Planning for Code Enforcement
4. Met with CivicsPlus for the city's website
 - a. Start Date – Waiting on signed contract
 - b. Met with Account Representative
5. Attended weekly meeting to establish priorities with the Mayor and City Manager
 - a. Agenda preparation
 - b. Strategic Planning
 - c. Budget workshop
6. Continue to check the City's info email and checking voice mail daily
 - a. Returned Calls
 - b. Returned emails
7. Met with Namarr Strickland
 - a. Project management
 - b. Resolve issues
 - c. Establish a process and plan for the transition of Code Enforcement
 - d. Assets Discussion
8. Presented the RFP Solid Waste and Recycling Services PowerPoint
 - a. South Fulton Arts Center

FINANCE DIVISION

1. Work with financial software providers to facilitate on:
 - a) Planning and Code Enforcement Departments training
 - b) Resolving Planning projects and planning for Code Enforcement transition
 - c) Assisting in installing users and providing access to all Code Enforcement staff
2. Drafting policies including:
 - d) General fund reserve
 - e) Debt management
 - f) Investment
 - g) Capital Improvement Program
 - h) Purchasing
 - i) Budget related
3. Resourcing vendors to provide general liability and workers compensation insurances coverage.
4. Interviews for Purchasing Manager position – position filled
5. Looking for alternatives for vehicle refueling while processing Fleet Application with vendor
6. Preparing for upcoming budget process meeting
7. Drafting financial policies and procedures including 2018 budget process calendar
8. Concluded transitioning of Fulton County Finance staff to City of South Fulton (2 Business Tax Specialists and 1 Accounting Associate).
9. Looking for Tax billing alternatives
10. Attended City Manager and Mayor weekly meetings

HUMAN RESOURCES DIVISION

Recruitment

1. Continuing to partner with vendor (PayChex) to implement the Recruiting and Applicant Tracking System (ATS).
 - o Began configuring the administrative functions
 - o 75% complete with configuration/ implementation

- Received instructions to embed the ATS on the City website

2. Extended job offers

Candidate Name	Position	Department	Start Date
Teresa Adams	Purchasing Manager	Finance	8/7/2017
TBA	City Engineer	Community and Development Services	pending offer
Chata Spikes	Director	Communications	8/7/2017

3. Draft RFP for an executive search firm and the recruitment recommendation for City Manager and Police Chief was submitted for review.

- Pending feedback

4. Maintain current job advertisements

- Responding (thank you for applying...resume received, etc.) to each job applicant that applies using the employment@cityofsouthfultonga.gov email address
- Job Advertisements Update (refer to spreadsheet below)
- Jobs are advertised on GMA www.glga.org

Job Title	Advertising Date	Closing Date	Number of applicants (as of 07/20/2017)	Comments
COMMUNICATIONS DIRECTOR	5/19/2017	6/30/2017	27	Offer extended and accepted. Start date 8/7/2017
PURCHASING MANAGER	5/19/2017	6/30/2017	32	Offer extended and accepted. Start date 8/7/2017
DIRECTOR, COMMUNITY DEVELOPMENT SERVICES	6/6/2017	7/6/2017	18	2 nd interview for top candidate
PLANNER I	6/6/2017	7/6/2017	22	Resumes held for consideration by Director
PLANNER II	6/6/2017	7/6/2017	12	Resumes held for consideration by Director
CITY ENGINEER	6/6/2017	7/6/2017	5	Offer extended. Pending acceptance
SENIOR PLANNER	6/6/2017	7/6/2017	11	Resumes held for consideration by Director
GIS SPECIALIST SUPERVISOR	6/19/2017	7/9/2017	5	Resumes held for consideration by Director
PERMIT SPECIALIST	6/22/2017	7/8/2017	25	Resumes held for consideration by Director

RISK MANAGER	6/22/2017	7/15/2017	9	Resumes forwarded to CFO and Controller for review
EROSION & SOIL CONTROL INSPECTOR DEVELOPMENT SITE INSPECTOR	7/13/2017	7/18/2017	2	Resumes held for consideration by City Engineer
EXECUTIVE ASSISTANT, CITY MANGER	7/13/2017	7/23/2017	40	

Onboarding

- Preparing onboarding for Code Enforcement, Business Licenses Unit, and new hires (Communications, Purchasing, and City Engineer)
- Developing Phase Three Employee Transition Plan for Parks and Recreation
 - Transition date September 1
 - Coordinating a pre-meeting with all parks and rec staff to confirm job title and salary

Worker's Compensation

Developing the City's worker's compensation programs which provide wage replacement benefits, medical treatment, vocational rehabilitation and other benefits to employees who experience work-related injury or occupational disease.

- Researching vendors to provide worker's compensation coverage
 - Information received from GMA and Apex Insurance Brokers (Travelers)
- Continuing to work with Apex and GMA to quote insurance
- Researching Occupational Medicine facilities
- Coordinating with vendor (PayChex) on safety analysis and plan

Classification and Compensation Plan

- Reviewing organizational charts to recommend the appropriate job classification, salary, and specification
 - Presented salary chart for Code Enforcement at the July 11 council meeting
- Preparing a recommendation for the City's Compensation Philosophy
- Preparing final recommendation for the City's comprehensive pay and class plan
- Final drafted plan recommendation will be shared on July 25, 2017

Employee Guidebook- Personnel Policies and Procedures

- Reviewing Personnel Policies and Procedures of similar municipalities for final recommendation of the guidebook

- Policy will include recommendation of Merit System- Performance Management, Civil Service Status (Classified vs Unclassified), Probationary Periods
- Meeting scheduled with City Attorney on 7/21 to review employee related matters for inclusion in the final employee guidebook
- Final drafted guidebook recommendation will be shared on August 15, 2017

Benefits

- Weekly meetings (in-person and conference calls) with benefit partners to coordinate enrollment for new and transitioning employees
 - The next New Employee Orientation is scheduled on Tuesday, August 1 8:30 am
 - Benefit partners will be onsite
 - Employees who enrolled in benefits should receive confirmation emails from their selected providers—benefits are now active



Transition Timelines

1) Police

2) Code Enforcement



Prepared by: Ruth C. Jones - Interim City Manager

CITY of SOUTH FULTON POLICE TRANSITION TIMELINE

	JUL. 2017	AUG.	SEPT.	OCT.	NOV.	DEC.	JAN. 2018	FEB.
TASK								
Recruit and Hire Search Firm		X	X					
Recruit and hire Police Chief				X	X	X		
Request of the County establishment of Police Task Force (3-4 People)	X							
Verify City Charter authorizes establishment of police department	X							
Contact Georgia Bureau of Investigations to have an ORI number assigned to the agency	X	X	X					
Contact Police Officers Standards and Training (POST) Council to advise POST of the new agency	X							
Provide POST council minutes which authorized and/or approves the establishment of a police agency	X							
TASK	JUL. 2017	AUG.	SEPT.	OCT.	NOV.	DEC.	JAN. 2018	FEB.
Contact Georgia Association of Chiefs of Police about enrolling the new police chief or law enforcement head in the mandatory Chief Executive Training class.							X	
Verify that the City Court Clerk is familiar with the collection of all of the add-on fees			X	X	X	X		
Adopt ordinances for the police department to enforce					X	X		
Contact DCA for a copy of the County's Service Delivery Strategy which specifies how law enforcement services are to be delivered for municipalities	X							
Contact the agency that will house the prisoners			X	X	X			
Initial Discussions			X					
Develop Agreement				X				
Approval of Agreement by each party					X			
Contract with the agency that will provide dispatch services	X	X						
Contact Department of Public Safety for requirements for the use of radar or similar type devices are used	X							
Decide color and design vehicle emblem			X	X				
Install vehicle emblem (153 vehicles)					X	X	X	X

TASK								
	JUL. 2017	AUG.	SEPT.	OCT.	NOV.	DEC.	JAN. 2018	FEB.
Verify that the city's vehicle are properly marked with the proper equipment for traffic enforcement								X
Develop comprehensive policies and procedures for the operation of the the police department				X	X			
Design badge and patch				X				
Measure and select uniform						X	X	
Order and delivery of uniforms					X	X	X	
GCIC (warrants, stolen vehicles and other data			X	X	X	X	X	
Establish 10 new positions				X				
Build-out facility needs				X	X	X		
Connectivity and GBI Software				X	X	X		
Transfer of files and data						X	X	
Establish court			X	X	X	X		
Determine resolution of outstanding cases and evidence					X	X	X	
Investigate and purchase new Report Management System			X	X	X			
Review current leasing arrangement for 4701 FIB	X							
Property and Evidence		X	X	X	X	X	X	
Review Evidence personnel staffing		X						
Determine Evidence space needs		X	X	X				
Transfer out other agencies property and evidence					X	X	X	

[illegible]

[illegible]



Pay and Classification Plan Recommendations



DIVIDER SHEET



CITY OF SOUTH FULTON PAY & CLASS and EMPLOYMENT SYSTEM RECOMMENDATIONS

Zina Cooper,
Director of Human Resources
July 25, 2017

PRESENTATION OBJECTIVES

- ▶ DEFINITIONS
- ▶ PURPOSE
- ▶ RECOMMENDATION for EMPLOYMENT SYSTEM
 - ▶ (Merit vs At-Will)
- ▶ METHODOLOGY
- ▶ ANALYSIS
- ▶ RECOMMENDATION for PAY and CLASS

DEFINITIONS

► Compression

- Pay **compression** occurs when there is only a small difference in pay between employees regardless of their skills or experience. It is also referred to as salary **compression**.

► Merit System

- A system or policy whereby people are promoted or rewarded on basis of ability and achievement the rather than because of seniority, quotas, patronage, political association or the like.

► Merit System Principles

- Under the Civil Service Reform Act of 1978 incorporated key merit system principles including deregulation of performance appraisal and awards, agencies have been given authority and freedom to manage performance effectively. But delegation, deregulation, and simplification also mean **increased accountability**. The merit system principles provide a framework for responsible behavior and are key to success. The five component processes of effective performance management – **planning, monitoring, developing, appraising, and rewarding**. (opm.gov)

DEFINITIONS cont.

▶ Classified vs Unclassified

- ▶ The terms "**classified**" and "**unclassified**" employee refer to the federal Fair Labor Standards Act. Typically **classified** workers are paid hourly, with the FLSA setting standards on the minimum hourly wage and the overtime rate of 1 1/2 times the hourly rate if the employee works more than 40 hours per week.
- ▶ However, the County and many others use the terms to identify those protected by the Merit System and those who are not.

▶ At-Will Employment

- ▶ **At-will** employment means that an employer **can** terminate an employee at any time for any reason, except an illegal one, or for no reason without incurring legal liability. Likewise, an employee is free to leave a job at any time for any or no reason with no adverse legal consequences.

PURPOSE

- ▶ As Mayor and Council members have requested a Pay & Class study to determine recommended pay ranges for the City of South Fulton
- ▶ Goal and Objective of presenting the City as a preferred employer and competitive as it relates to other Cities and Municipalities in Georgia
- ▶ Ensure position titles accurately reflect responsibilities
- ▶ Salary ranges are internally equitable and competitive within our employment markets
- ▶ Place emphasis on critical and key roles such as Police, Fire, and Critical Leadership skills required in a start up situation.
- ▶ Ensure the City adheres to the Civil Service Act guidelines for fair and equitable treatment of employees based on skills and performance with protections from political and partisan actions with regard to employment.

Proposed Employment System

- ▶ **At-Will Employment System of Employment**
- ▶ No contracts of employment issued to Regular Full-time employees
 - ▶ Only inter into contractual agreements with external service providers or contractors doing business on short-term defined basis for the City of South Fulton as is agreed upon through the proper purchasing or procurement process
- ▶ Implement a **Grievance Procedure** much like the City of Milton which adheres to the “Merit System Principles” as outlined by the Civil Service Act of 1978 without the bureaucracy of the Merit System and the use of Personnel Boards that have become very political in and of themselves over the years.

Proposed Employment System

- ▶ All employees of the City of South Fulton to be considered At-Will
- ▶ All employees of the City of South Fulton protected by the due process of the Civil Service Act
 - ▶ Designed to ensure fair and open recruitment and competition and employment practices free of political influence or other non-merit factors.
 - ▶ Defined roles and responsibilities
 - ▶ Communication of Expectation to ensure accountability
 - ▶ Progressive discipline process to improve poor performance and increase opportunity for success
 - ▶ Grievance process allowed when demotions, disciplinary action, terminations, etc. occur. A Peer Review process that ensures all due process has been followed and decisions are justified and in accordance to policies and regulations established by the City and in accordance with the law.

METHODOLOGY - Pay & Class

- In an attempt to avoid extensive time and expense of an contracting an external consultant, the Human Resources staff conducted and abridged study that utilized existing Fulton County research conducted by the Archer Company in conjunction with Public Data from GA Department of Community Affairs (DCA) for like cities and municipalities in the state of Georgia.
 - Consideration
 - Archer Study approved by Fulton County Board of Commissioners in 2012
 - PDQ began in 2013
 - Study completed and adopted in 2015
 - Implemented in 2016
 - ❖ Note: Fulton County Currently has adopted a plan to address living wage goals through 2021.
 - ❖ All this was taken into consideration
 - Cities from DCA included were Augusta, Savannah, Sandy Springs, Johns Creek, Milton, Roswell and others, Marietta, Smyrna and Brookhaven

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ACTIVE STAFF- Fulton Title	Min	Max	DCA Job Title	Min	Max	Proposed COSF Job title	Grad	Min	Mid	Max	Delta for Min
ACCOUNTANT II	\$50,939.00	\$76,408.00	ACCOUNTANT	\$63,749.77	\$91,246.07	ACCOUNTANT	25	\$58,855.63	\$73,471.11	\$88,086.60	↑ \$7,916.63
ACCOUNTING ASSOCIATE	\$38,202.00	\$57,303.00	ACCOUNTING TECHNICIAN	\$46,217.12	\$76,761.50	ACCOUNTING ASSOCIATE	19	\$41,512.92	\$51,821.73	\$62,130.54	↑ \$3,310.92
ADMINISTRATIVE COORDINATOR I	\$39,736.00	\$59,604.00	No Equivalent			ADMINISTRATIVE COORDINATOR I	18	\$39,536.12	\$49,354.03	\$59,171.95	↓ -\$199.88
ADMINISTRATIVE COORDINATOR II	\$42,803.00	\$64,204.00	No Equivalent			ADMINISTRATIVE COORDINATOR II	19	\$41,512.92	\$51,821.73	\$62,130.54	↓ -\$1,290.08
ADMINISTRATIVE MANAGER, FIRE	\$68,237.00	\$102,355.00	No Equivalent			ADMINISTRATIVE MANAGER, FIRE	26	\$63,564.08	\$79,348.80	\$95,133.53	↓ -\$4,672.92
ADMINISTRATIVE MANAGER, POLICE	\$68,237.00	\$102,355.00	No Equivalent			ADMINISTRATIVE MANAGER, POLICE	26	\$63,564.08	\$79,348.80	\$95,133.53	↓ -\$4,672.92
ADMINISTRATIVE SECRETARY	\$36,669.00	\$55,003.00	ADMINISTRATIVE SECRETARY	\$42,913.51	\$70,532.76	ADMINISTRATIVE SECRETARY	15	\$36,181.15	\$45,165.93	\$54,150.71	↓ -\$487.85
ADMINISTRATIVE SPECIALIST	\$33,602.00	\$50,402.00	No Equivalent			ADMINISTRATIVE SPECIALIST	12	\$33,110.87	\$41,333.22	\$49,555.57	↓ -\$491.13
ADMINISTRATIVE TECHNICIAN	\$31,709.00	\$47,563.00	No Equivalent			ADMINISTRATIVE TECHNICIAN	10	\$31,210.17	\$38,960.53	\$46,710.88	↓ -\$498.83
ADMINISTRATIVE CLERK	\$28,524.00	\$42,786.00	No Equivalent			ADMINISTRATIVE CLERK	6	\$27,729.84	\$34,615.92	\$41,502.01	↓ -\$794.16
AQUATIC INSTRUCTOR	\$36,669.00	\$55,003.00	No Equivalent			AQUATIC INSTRUCTOR	15	\$36,181.15	\$45,165.93	\$54,150.71	↓ -\$487.85
AQUATICS SUPERVISOR	\$42,803.00	\$64,204.00	No Equivalent			AQUATICS SUPERVISOR	19	\$41,512.92	\$51,821.73	\$62,130.54	↓ -\$1,290.08
SENIOR ARBORIST	\$45,870.00	\$68,805.00	No Equivalent			ARBORIST	19	\$41,512.92	\$51,821.73	\$62,130.54	↓ -\$4,357.08
NO EQUIVALENT			No Equivalent			ASSISTANT TO THE CITY MANAGER	31	\$93,396.49	\$116,589.43	\$139,782.37	→ \$0.00
AUDIO/VISUAL TECHNICIAN	\$39,736.00	\$59,604.00	No Equivalent			AUDIO/VISUAL TECHNICIAN	17	\$38,384.58	\$47,916.53	\$57,448.49	↓ -\$1,351.42
BUDGET ANALYST	\$50,939.00	\$76,408.00	BUDGET ANALYST	\$47,964.70	\$74,177.60	BUDGET ANALYST	22	\$48,056.40	\$59,990.13	\$71,923.87	↓ -\$2,882.60
BUDGET MANAGER	\$105,999.00	\$158,998.00	No Equivalent			BUDGET MANAGER	30	\$86,478.23	\$107,953.17	\$129,428.12	↓ -\$19,520.77
BUSINESS TAX INSPECTOR	\$38,202.00	\$57,303.00	No Equivalent			BUSINESS TAX INSPECTOR	16	\$37,266.58	\$46,520.91	\$55,775.23	↓ -\$935.42
BUSINESS TAX SPECIALIST	\$35,135.00	\$52,703.00	No Equivalent			BUSINESS TAX SPECIALIST	11	\$32,146.48	\$40,129.34	\$48,112.21	↓ -\$2,988.52
CHIEF FINANCIAL MANAGER	\$143,555.00	\$215,333.00	No Equivalent			CHIEF FINANCIAL OFFICER	34	\$117,652.67	\$146,869.10	\$176,085.52	↓ -\$25,902.33
CLERK TO THE COMMISSION	\$75,156.00	\$112,734.00	CITY CLERK	\$79,530.02	\$99,062.04	CITY CLERK	29	\$80,072.43	\$99,956.64	\$119,840.85	↑ \$4,916.43
PROFESSIONAL ENGINEER, SENIOR	\$75,156.00	\$112,734.00	No Equivalent			CITY ENGINEER	28	\$74,141.14	\$92,552.44	\$110,963.75	↓ -\$1,014.86
CODE ENFORCEMENT MANAGER	\$57,858.00	\$86,787.00	No Equivalent			CODE ENFORCEMENT MANAGER	24	\$54,495.95	\$68,028.81	\$81,561.67	↓ -\$3,362.05
CODE ENFORCEMENT OFFICER I	\$36,669.00	\$55,003.00	No Equivalent			CODE ENFORCEMENT OFFICER I	15	\$36,181.15	\$45,165.93	\$54,150.71	↓ -\$487.85
CODE ENFORCEMENT OFFICER II	\$38,202.00	\$57,303.00	No Equivalent			CODE ENFORCEMENT OFFICER II	16	\$37,266.58	\$46,520.91	\$55,775.23	↓ -\$935.42
CODE ENFORCEMENT TEAM LEADER	\$39,736.00	\$59,604.00	No Equivalent			CODE ENFORCEMENT TEAM LEADER	18	\$39,536.12	\$49,354.03	\$59,171.95	↓ -\$199.88
DIRECTOR, EXTERNAL AFFAIRS	\$98,487.00	\$147,731.00	No Equivalent			COMMUNICATIONS & EXT AFFAIRS DIRECTOR	31	\$93,396.49	\$116,589.43	\$139,782.37	↓ -\$5,090.51
CONSTRUCTION & OPERATIONS MANAGER	\$71,697.00	\$107,545.00	No Equivalent			CONSTRUCTION & OPERATIONS MANAGER	27	\$68,649.21	\$85,696.71	\$102,744.21	↓ -\$3,047.79
CONTROLLER	\$105,999.00	\$158,998.00	No Equivalent			CONTROLLER	31	\$93,396.49	\$116,589.43	\$139,782.37	↓ -\$12,602.51
CREW LEADER	\$35,135.00	\$52,703.00	No Equivalent			CREW LEADER	13	\$34,104.20	\$42,573.22	\$51,042.24	↓ -\$1,030.80
CREW SUPERVISOR	\$42,803.00	\$64,204.00	ROAD CREW SUPERVISOR	\$44,979.00	\$71,966.00	CREW SUPERVISOR	19	\$41,512.92	\$51,821.73	\$62,130.54	↓ -\$1,290.08
CREW SUPERVISOR, SENIOR	\$44,336.00	\$66,505.00	No Equivalent			CREW SUPERVISOR, SENIOR	20	\$43,588.57	\$54,412.82	\$65,237.07	↓ -\$747.43
CRIME SCENE SUPERVISOR	\$45,870.00	\$68,805.00	No Equivalent			CRIME SCENE SUPERVISOR	21	\$45,768.00	\$57,133.46	\$68,498.92	↓ -\$102.00
CHIEF DEPUTY CLERK	\$64,777.00	\$97,166.00	No Equivalent			DEPUTY CITY CLERK	26	\$63,564.08	\$79,348.80	\$95,133.53	↓ -\$1,212.92
DEPUTY DIRECTOR, HUMAN RESOURCES	\$90,976.00	\$136,464.00	No Equivalent			DEPUTY DIRECTOR OF HUMAN RESOURCES	29	\$80,072.43	\$99,956.64	\$119,840.85	↓ -\$10,903.57
DEPUTY DIRECTOR, PLANNING AND DEVELOPMENT	\$90,976.00	\$136,464.00	No Equivalent			DEPUTY DIRECTOR, PLANNING AND DEVELOPMENT	29	\$80,072.43	\$99,956.64	\$119,840.85	↓ -\$10,903.57
DEPUTY DIRECTOR, TRANSPORTATION	\$98,487.00	\$147,731.00	No Equivalent			DEPUTY DIRECTOR, TRANSPORTATION	29	\$80,072.43	\$99,956.64	\$119,840.85	↓ -\$18,414.57
DEVELOPMENT SERVICES MANAGER	\$54,398.00	\$81,597.00	No Equivalent			DEVELOPMENT SERVICES MANAGER	24	\$54,495.95	\$68,028.81	\$81,561.67	↑ \$97.95
DIGITAL COMMUNICATIONS SPECIALIST	\$44,336.00	\$66,505.00	No Equivalent			DIGITAL COMMUNICATIONS SPECIALIST	20	\$43,588.57	\$54,412.82	\$65,237.07	↓ -\$747.43

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ACTIVE STAFF- Fulton Title	Min	Max	DCA Job Title	Min	Max	Proposed COSF Job title	Grade	Min	Mid	Max	Delta for Min
DIRECTOR, HUMAN RESOURCES	\$121,021.00	\$181,532.00	PERSONNEL DIRECTOR	\$99,591.63	\$136,108.06	DIRECTOR OF HUMAN RESOURCES	31	\$93,396.49	\$116,589.43	\$139,782.37	↓ -\$27,624.51
DIRECTOR, PARKS & RECREATION	\$78,616.00	\$117,924.00	RECREATION DIRECTOR	\$89,067.00	\$142,507.00	DIRECTOR, PARKS & RECREATION	31	\$93,396.49	\$116,589.43	\$139,782.37	↑ \$14,780.49
DIRECTOR, PLANNING AND COMMUNITY SERVICES	\$113,510.00	\$170,265.00	PLANNING AND DEVELOPMENT DIRECTOR	\$89,067.00	\$142,507.00	DIRECTOR, PLANNING AND COMMUNITY SERVICES	31	\$93,396.49	\$116,589.43	\$139,782.37	↓ -\$20,113.51
DIRECTOR, REAL ESTATE AND ASSET MGMT	\$128,533.00	\$192,799.00	No Equivalent			DIRECTOR, TRANSPORTATION	31	\$93,396.49	\$116,589.43	\$139,782.37	↓ -\$35,136.51
ECONOMIC DEVELOPMENT ADMINISTRATOR	\$75,156.00	\$112,734.00	No Equivalent			ECONOMIC DEVELOPMENT ADMINISTRATOR	28	\$74,141.14	\$92,552.44	\$110,963.75	↓ -\$1,014.86
ENGINEERING TECHNICIAN	\$41,269.00	\$61,904.00	No Equivalent			ENGINEERING TECHNICIAN	18	\$39,536.12	\$49,354.03	\$59,171.95	↓ -\$1,732.88
ENGINEERING TECHNICIAN, SENIOR	\$44,336.00	\$66,505.00	CIVIL ENGINEER	\$44,979.00	\$71,966.00	ENGINEERING TECHNICIAN, SENIOR	20	\$43,588.57	\$54,412.82	\$65,237.07	↓ -\$747.43
ENVIRONMENTAL COURT COORDINATOR	\$42,803.00	\$64,204.00	No Equivalent			ENVIRONMENTAL COURT COORDINATOR	19	\$41,512.92	\$51,821.73	\$62,130.54	↓ -\$1,290.08
EQUIPMENT OPERATOR	\$31,709.00	\$47,563.00	LIGHT EQUIPMENT OPERATOR	\$26,249.60	\$41,974.40	EQUIPMENT OPERATOR	10	\$31,210.17	\$38,960.53	\$46,710.88	↓ -\$498.83
EQUIPMENT OPERATOR, SENIOR	\$33,602.00	\$50,402.00	No Equivalent			EQUIPMENT OPERATOR, SENIOR	12	\$33,110.87	\$41,333.22	\$49,555.57	↓ -\$491.13
EROSION AND SOIL CONTROL INSPECTOR	\$41,269.00	\$61,904.00	No Equivalent			EROSION AND SOIL INSPECTOR	19	\$41,512.92	\$51,821.73	\$62,130.54	↑ \$243.92
EXECUTIVE ASSISTANT	\$45,870.00	\$68,805.00	SECRETARY	\$32,676.80	\$52,228.80	EXECUTIVE ASSISTANT	19	\$41,512.92	\$51,821.73	\$62,130.54	↓ -\$4,357.08
EXECUTIVE ASSISTANT TO COUNTY MANAGER	\$54,398.00	\$81,597.00	No Equivalent			EXECUTIVE ASSISTANT MAYOR	21	\$45,768.00	\$57,133.46	\$68,498.92	↓ -\$8,630.00
FINANCIAL SYSTEMS MANAGER	\$64,777.00	\$97,166.00	No Equivalent			FINANCIAL SYSTEMS MANAGER	26	\$63,564.08	\$79,348.80	\$95,133.53	↓ -\$1,212.92
FIRE BATTALION CHIEF	\$68,237.00	\$102,355.00	No Equivalent			FIRE BATTALION CHIEF	27	\$68,649.21	\$85,696.71	\$102,744.21	↑ \$412.21
FIRE CAPTAIN	\$61,318.00	\$91,976.00	CAPTAIN, FIRE OFFICER	\$56,714.60	\$81,339.53	FIRE CAPTAIN	26	\$63,564.08	\$79,348.80	\$95,133.53	↑ \$2,246.08
FIRE CHIEF	\$121,021.00	\$181,532.00	CHIEF, FIRE DEPARTMENT	\$102,536.81	\$152,154.04	FIRE CHIEF	34	\$117,652.67	\$146,869.10	\$176,085.52	↓ -\$3,368.33
FIRE DEPUTY CHIEF	\$90,976.00	\$136,464.00	ASSISTANT CHIEF, FIRE DEPARTMENT	\$74,612.37	\$118,231.09	FIRE DEPUTY CHIEF	31	\$93,396.49	\$116,589.43	\$139,782.37	↑ \$2,420.49
FIRE DEPUTY MARSHAL	\$64,777.00	\$97,166.00	No Equivalent			FIRE DEPUTY MARSHAL	26	\$63,564.08	\$79,348.80	\$95,133.53	↓ -\$1,212.92
FIRE EDUCATION SPECIALIST	\$39,736.00	\$59,604.00	No Equivalent			FIRE EDUCATION SPECIALIST	18	\$39,536.12	\$49,354.03	\$59,171.95	↓ -\$199.88
FIRE LIEUTENANT	\$54,398.00	\$81,597.00	LIEUTENANT, FIRE DEPARTMENT	\$44,704.40	\$65,747.73	FIRE LIEUTENANT	24	\$54,495.95	\$68,028.81	\$81,561.67	↑ \$97.95
FIRE MARSHAL	\$78,616.00	\$117,924.00	FIRE MARSHALL	\$74,044.91	\$108,699.18	FIRE MARSHAL	29	\$80,072.43	\$99,956.64	\$119,840.85	↑ \$1,456.43
FIRE PREVENTION OFFICER	\$42,803.00	\$64,204.00	No Equivalent			FIRE PREVENTION OFFICER	19	\$41,512.92	\$51,821.73	\$62,130.54	↓ -\$1,290.08
FIREFIGHTER I	\$41,269.00	\$61,904.00	FIREFIGHTER	\$35,454.00	\$50,464.00	FIREFIGHTER I	18	\$39,536.12	\$49,354.03	\$59,171.95	↓ -\$1,732.88
FIREFIGHTER II	\$42,803.00	\$64,204.00	No Equivalent			FIREFIGHTER II	19	\$41,512.92	\$51,821.73	\$62,130.54	↓ -\$1,290.08
FIREFIGHTER III	\$44,336.00	\$66,505.00	No Equivalent			FIREFIGHTER III	20	\$43,588.57	\$54,412.82	\$65,237.07	↓ -\$747.43
FISCAL SUPPORT SPECIALIST I	\$32,068.00	\$48,102.00	No Equivalent			FISCAL SUPPORT SPECIALIST	13	\$34,104.20	\$42,573.22	\$51,042.24	↑ \$2,036.20
FLEET MANAGER	\$68,237.00	\$102,355.00	No Equivalent			FLEET MANAGER	26	\$63,564.08	\$79,348.80	\$95,133.53	↓ -\$4,672.92
FLEET SERVICE COORDINATOR, POLICE	\$44,336.00	\$66,505.00	No Equivalent			FLEET SERVICE COORDINATOR, POLICE	20	\$43,588.57	\$54,412.82	\$65,237.07	↓ -\$747.43
FORENSIC TECHNICIAN	\$38,202.00	\$57,303.00	No Equivalent			FORENSIC TECHNICIAN	16	\$37,266.58	\$46,520.91	\$55,775.23	↓ -\$935.42
GENERAL SUPERVISOR, ROADS	\$50,939.00	\$76,408.00	ROADS AND BRIDGES SUPERINTENDANT	\$48,577.00	\$77,723.00	GENERAL SUPERVISOR, ROADS	23	\$50,459.22	\$62,989.64	\$75,520.06	↓ -\$479.78
GIS SPECIALIST III	\$50,939.00	\$76,408.00	No Equivalent			GIS Analyst	19	\$41,512.92	\$51,821.73	\$62,130.54	↓ -\$9,426.08
GIS SPECIALIST SUPERVISOR	\$57,858.00	\$86,787.00	No Equivalent			GIS Specialist Supervisor	21	\$45,768.00	\$57,133.46	\$68,498.92	↓ -\$12,090.00
GRANTS ADMINISTRATOR	\$71,697.00	\$107,545.00	No Equivalent			GRANTS ADMIN	27	\$68,649.21	\$85,696.71	\$102,744.21	↓ -\$3,047.79
GRAPHIC DESIGNER	\$44,336.00	\$66,505.00	No Equivalent			GRAPHIC DESIGNER	20	\$43,588.57	\$54,412.82	\$65,237.07	↓ -\$747.43
GROUND & PARKS MAINTENANCE WORKER	\$30,116.00	\$45,175.00	RECREATION MAINTENANCE WORKER	\$26,249.60	\$41,974.40	GROUND & PARKS MAINTENANCE WORKER	8	\$29,418.58	\$36,724.03	\$44,029.48	↓ -\$697.42
HEAVY EQUIPMENT MECHANIC	\$38,202.00	\$57,303.00	No Equivalent			HEAVY EQUIPMENT MECHANIC	16	\$37,266.58	\$46,520.91	\$55,775.23	↓ -\$935.42
HEAVY EQUIPMENT OPERATOR	\$36,669.00	\$55,003.00	HEAVY EQUIPMENT OPERATOR	\$30,617.60	\$48,963.20	HEAVY EQUIPMENT OPERATOR	15	\$36,181.15	\$45,165.93	\$54,150.71	↓ -\$487.85
HR CONSULTANT III	\$57,858.00	\$86,787.00	PERSONNEL ANALYST	\$46,716.84	\$80,389.64	HR GENERALIST	22	\$48,056.40	\$59,990.13	\$71,923.87	↓ -\$9,801.60
HUMAN RESOURCES SPECIALIST	\$35,135.00	\$52,703.00	No Equivalent			HUMAN RESOURCES SPECIALIST	14	\$35,127.33	\$43,850.42	\$52,573.51	↓ -\$7.67

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ACTIVE STAFF- Fulton Title	Min	Max	DCA Job Title	Min	Max	Proposed COSF Job title	Grade	Min	Mid	Max	Delta for Min
LIFEGUARD	\$30,116.00	\$45,175.00	No Equivalent			LIFEGUARD	8	\$29,418.58	\$36,724.03	\$44,029.48	-\$697.42
MAINTENANCE WORKER	\$26,931.00	\$40,397.00	MAINTENANCE WORKER	\$36,712.00	\$49,171.20	MAINTENANCE WORKER	6	\$27,729.84	\$34,615.92	\$41,502.01	\$798.84
MAINTENANCE WORKER, SENIOR	\$30,116.00	\$45,175.00	No Equivalent			MAINTENANCE WORKER, SENIOR	8	\$29,418.58	\$36,724.03	\$44,029.48	-\$697.42
MANAGEMENT / POLICY ANALYST I	\$41,269.00	\$61,904.00	No Equivalent			MANAGEMENT / POLICY ANALYST I	18	\$39,536.12	\$49,354.03	\$59,171.95	-\$1,732.88
MANAGEMENT / POLICY ANALYST III	\$50,939.00	\$76,408.00	No Equivalent			MANAGEMENT / POLICY ANALYST III	23	\$50,459.22	\$62,989.64	\$75,520.06	-\$479.78
NO EQUIVALENT			MARKETING SPECIALIST	\$35,713.60	\$57,116.80	MARKETING SPECIALIST	13	\$34,104.20	\$42,573.22	\$51,042.24	-\$1,609.40
NETWORK SPECIALIST	\$44,336.00	\$66,505.00	NETWORK ADMINISTRATOR	\$55,529.00	\$86,126.50	NETWORK SPECIALIST	20	\$43,588.57	\$54,412.82	\$65,237.07	-\$747.43
FISCAL SUPPORT SPECIALIST II	\$35,135.00	\$52,703.00	No Equivalent			NO EQUIVALENT (Combined I & II)					
OCCUPATIONAL HEALTH AND SAFETY MANAGER	\$57,858.00	\$86,787.00	No Equivalent			OCCUPATIONAL HEALTH AND SAFETY MANAGER	21	\$45,768.00	\$57,133.46	\$68,498.92	-\$12,090.00
PARK SERVICES MANAGER	\$64,777.00	\$97,166.00	No Equivalent			PARK SERVICES MANAGER	26	\$63,564.08	\$79,348.80	\$95,133.53	-\$1,212.92
PARK SERVICES SUPERVISOR	\$42,803.00	\$64,204.00	No Equivalent			PARK SERVICES SUPERVISOR	19	\$41,512.92	\$51,821.73	\$62,130.54	-\$1,290.08
PAYROLL & LEAVE SPECIALIST	\$32,068.00	\$48,102.00	No Equivalent			PAYROLL & LEAVE SPECIALIST	11	\$32,146.48	\$40,129.34	\$48,112.21	\$78.48
PERMIT SPECIALIST	\$35,135.00	\$52,703.00	No Equivalent			PERMIT SPECIALIST	11	\$32,146.48	\$40,129.34	\$48,112.21	-\$2,988.52
PLANNER I	\$41,269.00	\$61,904.00	PLANNER	\$38,562.00	\$77,723.00	PLANNER I	18	\$39,536.12	\$49,354.03	\$59,171.95	-\$1,732.88
PLANNER II	\$44,336.00	\$66,505.00	No Equivalent			PLANNER II	20	\$43,588.57	\$54,412.82	\$65,237.07	-\$747.43
PLANNER III	\$50,939.00	\$76,408.00	No Equivalent			PLANNER III (Senior)	23	\$50,459.22	\$62,989.64	\$75,520.06	-\$479.78
PLANS REVIEWER	\$44,336.00	\$66,505.00	No Equivalent			PLANS REVIEWER	20	\$43,588.57	\$54,412.82	\$65,237.07	-\$747.43
POLICE CAPTAIN	\$71,697.00	\$107,545.00	CAPTAIN, POLICE DEPARTMENT	\$69,394.67	\$98,714.46	POLICE CAPTAIN	28	\$74,141.14	\$92,552.44	\$110,963.75	\$2,444.14
POLICE CHIEF	\$121,021.00	\$181,532.00	CHIEF, POLICE DEPARTMENT	\$108,814.47	\$154,639.38	POLICE CHIEF	34	\$117,652.67	\$146,869.10	\$176,085.52	-\$3,368.33
POLICE DEPUTY CHIEF	\$105,999.00	\$158,998.00	ASSISTANT CHIEF, POLICE DEPARTMENT	\$85,999.50	\$125,080.50	POLICE DEPUTY CHIEF	31	\$93,396.49	\$116,589.43	\$139,782.37	-\$12,602.51
POLICE DETECTIVE	\$45,870.00	\$68,805.00	INVESTIGATOR/DETECTIVE, POLICE DEPT	\$45,221.70	\$63,650.50	POLICE DETECTIVE	21	\$45,768.00	\$57,133.46	\$68,498.92	-\$102.00
POLICE LIEUTENANT	\$57,858.00	\$86,787.00	LIEUTENANT, POLICE DEPARTMENT	\$61,529.10	\$89,248.90	POLICE LIEUTENANT	24	\$54,495.95	\$68,028.81	\$81,561.67	-\$3,362.05
POLICE MAJOR	\$78,616.00	\$117,924.00	MAJOR, POLICE DEPARTMENT	\$79,183.67	\$106,887.14	POLICE MAJOR	29	\$80,072.43	\$99,956.64	\$119,840.85	\$1,456.43
POLICE OFFICER I	\$41,269.00	\$61,904.00	PATROL OFFICER, POLICE DEPARTMENT	\$41,471.87	\$66,416.07	POLICE OFFICER I	19	\$41,512.92	\$51,821.73	\$62,130.54	\$243.92
POLICE OFFICER II	\$42,803.00	\$64,204.00	No Equivalent			POLICE OFFICER II	20	\$43,588.57	\$54,412.82	\$65,237.07	\$785.57
POLICE OFFICER III	\$44,336.00	\$66,505.00	No Equivalent			POLICE OFFICER III	21	\$45,768.00	\$57,133.46	\$68,498.92	\$1,432.00
POLICE OFFICER, PILOT	\$57,858.00	\$86,787.00	No Equivalent			POLICE OFFICER, PILOT	25	\$58,855.63	\$73,471.11	\$88,086.60	\$997.63
POLICE SERGEANT	\$45,870.00	\$68,805.00	SERGEANT, POLICE DEPARTMENT	\$55,793.87	\$79,300.53	POLICE SERGEANT	21	\$45,768.00	\$57,133.46	\$68,498.92	-\$102.00
PROFESSIONAL ENGINEER	\$68,237.00	\$102,355.00	No Equivalent			PROFESSIONAL ENGINEER	27	\$68,649.21	\$85,696.71	\$102,744.21	\$412.21
DEPUTY DIRECTOR, PURCHASING	\$75,156.00	\$112,734.00	No Equivalent			PURCHASING/PROCUREMENT MANAGER	27	\$68,649.21	\$85,696.71	\$102,744.21	-\$6,506.79
RECORDS AND DOCUMENTS COORDINATOR	\$35,135.00	\$52,703.00	RECORDS CLERK	\$35,458.40	\$59,412.00	RECORDS AND DOCUMENTS COORDINATOR	13	\$34,104.20	\$42,573.22	\$51,042.24	-\$1,030.80
RECREATION CENTER SUPERVISOR	\$42,803.00	\$64,204.00	No Equivalent			RECREATION CENTER SUPERVISOR	19	\$41,512.92	\$51,821.73	\$62,130.54	-\$1,290.08
RECREATION CENTER SUPERVISOR, ASSISTANT	\$39,736.00	\$59,604.00	No Equivalent			RECREATION CENTER SUPERVISOR, ASSISTANT	18	\$39,536.12	\$49,354.03	\$59,171.95	-\$199.88
RECREATION MANAGER	\$61,318.00	\$91,976.00	No Equivalent			RECREATION MANAGER	25	\$58,855.63	\$73,471.11	\$88,086.60	-\$2,462.37
RECREATION SPECIALIST	\$30,116.00	\$45,175.00	RECREATION SPECIALIST	\$42,606.36	\$62,090.95	RECREATION SPECIALIST	8	\$29,418.58	\$36,724.03	\$44,029.48	-\$697.42
RISK MANAGER	\$71,697.00	\$107,545.00	No Equivalent			RISK MANAGER	25	\$58,855.63	\$73,471.11	\$88,086.60	-\$12,841.37
SENIOR BUDGET ANALYST	\$61,318.00	\$91,976.00	No Equivalent			SENIOR BUDGET ANALYST	23	\$50,459.22	\$62,989.64	\$75,520.06	-\$10,858.78
SIGN FABRICATOR	\$33,602.00	\$50,402.00	No Equivalent			SIGN FABRICATOR	12	\$33,110.87	\$41,333.22	\$49,555.57	-\$491.13
TRAFFIC OPERATIONS MANAGER	\$71,697.00	\$107,545.00	No Equivalent			TRAFFIC OPERATIONS MANAGER	27	\$68,649.21	\$85,696.71	\$102,744.21	-\$3,047.79
TRAFFIC SIGNAL TECHNICIAN	\$39,736.00	\$59,604.00	No Equivalent			TRAFFIC SIGNAL TECHNICIAN	18	\$39,536.12	\$49,354.03	\$59,171.95	-\$199.88
TRAFFIC SIGNALS SUPERVISOR	\$45,870.00	\$68,805.00	No Equivalent			TRAFFIC SIGNALS SUPERVISOR	21	\$45,768.00	\$57,133.46	\$68,498.92	-\$102.00
TRAFFIC SIGNS & MARKINGS SPECIALIST	\$33,602.00	\$50,402.00	No Equivalent			TRAFFIC SIGNS & MARKINGS SPECIALIST	12	\$33,110.87	\$41,333.22	\$49,555.57	-\$491.13
INVESTMENT OFFICER	\$75,156.00	\$112,734.00				TREASURY MANAGER	28	\$74,141.14	\$92,552.44	\$110,963.75	-\$1,014.86

Proposed COSF vs Fulton County Grades

CITY OF SOUTH FULTON						FULTON COUNTY									
Pay				FLSA	HOURLY						HOURLY				
Grade	MIN	MID	MAX	STATUS		Grade	MIN	MID	MAX	RATE		MEDICAL PROFESSIONALS			
1	\$23,920.00	\$29,860.00	\$35,800.00	N	\$11.50	1	20,561	25,702	30,842	\$9.89	50	84,411	92,853	109,736	
2	\$24,637.60	\$30,755.80	\$36,874.00	N	\$11.85	2	22,154	27,692	33,231	\$10.65	53	101,705	111,875	132,216	
3	\$25,376.73	\$31,678.47	\$37,980.22	N	\$12.20	3	23,746	29,683	35,619	\$11.42	54	111,587	122,745	145,063	
4	\$26,138.03	\$32,628.83	\$39,119.63	N	\$12.57	4	25,339	31,674	38,008	\$12.18	55	121,468	133,616	157,909	
5	\$26,922.17	\$33,607.69	\$40,293.22	N	\$12.94	5	26,931	33,664	40,397	\$12.95	56	131,350	144,485	170,755	
6	\$27,729.84	\$34,615.92	\$41,502.01	N	\$13.33	6	28,524	35,655	42,786	\$13.71	58	151,113	166,225	196,447	
7	\$28,561.73	\$35,654.40	\$42,747.07	N	\$13.73	7	30,116	37,646	45,175	\$14.48	59	160,995	177,094	209,294	
8	\$29,418.58	\$36,724.03	\$44,029.48	N	\$14.14	8	31,709	39,636	47,563	\$15.24	60	170,877	187,965	222,140	
9	\$30,301.14	\$37,825.75	\$45,350.37	N	\$14.57	9	32,068	40,085	48,102	\$15.42					
10	\$31,210.17	\$38,960.53	\$46,710.88	N	\$15.00	10	33,602	42,002	50,402	\$16.15					
11	\$32,146.48	\$40,129.34	\$48,112.21	N	\$15.46	11	35,135	43,919	52,703	\$16.89					
12	\$33,110.87	\$41,333.22	\$49,555.57	N	\$15.92	12	36,669	45,836	55,003	\$17.63					
13	\$34,104.20	\$42,573.22	\$51,042.24	N	\$16.40	13	38,202	47,753	57,303	\$18.37					
14	\$35,127.33	\$43,850.42	\$52,573.51	N	\$16.89	14	39,736	49,670	59,604	\$19.10					
15	\$36,181.15	\$45,165.93	\$54,150.71	N	\$17.39	15	41,269	51,587	61,904	\$19.84					
16	\$37,266.58	\$46,520.91	\$55,775.23	N	\$17.92	16	42,803	53,504	64,204	\$20.58					
17	\$38,384.58	\$47,916.53	\$57,448.49	N	\$18.45	17	44,336	55,421	66,505	\$21.32					
18	\$39,536.12	\$49,354.03	\$59,171.95	N	\$19.01	18	45,870	57,338	68,805	\$22.05					
19	\$41,512.92	\$51,821.73	\$62,130.54	N	\$19.96	19	50,939	61,126	76,408	\$24.49					
20	\$43,588.57	\$54,412.82	\$65,237.07	N	\$20.96	20	54,398	65,278	81,597	\$26.15					
21	\$45,768.00	\$57,133.46	\$68,498.92	E		21	57,858	69,429	86,787						
22	\$48,056.40	\$59,990.13	\$71,923.87	E		22	61,318	73,581	91,976						
23	\$50,459.22	\$62,989.64	\$75,520.06	E		23	64,777	77,733	97,166						
24	\$54,495.95	\$68,028.81	\$81,561.67	E		24	68,237	81,884	102,355						
25	\$58,855.63	\$73,471.11	\$88,086.60	E		25	71,697	86,036	107,545						
26	\$63,564.08	\$79,348.80	\$95,133.53	E		26	75,156	90,187	112,734						
27	\$68,649.21	\$85,696.71	\$102,744.21	E		27	78,616	94,339	117,924						
28	\$74,141.14	\$92,552.44	\$110,963.75	E		28	90,976	100,073	136,464						
29	\$80,072.43	\$99,956.64	\$119,840.85	E		29	98,487	108,336	147,731						
30	\$86,478.23	\$107,953.17	\$129,428.12	E		30	105,999	116,598	158,998						
31	\$93,396.49	\$116,589.43	\$139,782.37	E		31	113,510	124,861	170,265						
32	\$100,868.20	\$125,916.58	\$150,964.95	E		32	121,021	133,123	181,532						
33	\$108,937.66	\$135,989.91	\$163,042.15	E		33	128,533	141,386	192,799						
34	\$117,652.67	\$146,869.10	\$176,085.52	E		34	136,044	149,648	204,066						
35	\$127,064.89	\$158,618.63	\$190,172.37	E		35	143,555	157,911	215,333						
36	\$137,230.08	\$171,308.12	\$205,386.15	E											

PROPOSED PAY & CLASS FOR CITY OF SOUTH FULTON

Proposed COSF Job title	Grade	Min	Min2	Max	FLSA CLA
ACCOUNTANT	25	\$58,855.63	\$73,471.11	\$88,086.60	E
ACCOUNTING ASSOCIATE	19	\$41,512.92	\$51,821.73	\$62,130.54	N
ADMINISTRATIVE COORDINATOR I	18	\$39,536.12	\$49,354.03	\$59,171.95	N
ADMINISTRATIVE COORDINATOR II	19	\$41,512.92	\$51,821.73	\$62,130.54	N
ADMINISTRATIVE MANAGER, FIRE	26	\$63,564.08	\$79,348.80	\$95,133.53	E
ADMINISTRATIVE MANAGER, POLICE	26	\$63,564.08	\$79,348.80	\$95,133.53	E
ADMINISTRATIVE SECRETARY	15	\$36,181.15	\$45,165.93	\$54,150.71	N
ADMINISTRATIVE SPECIALIST	12	\$33,110.87	\$41,333.22	\$49,555.57	N
ADMINISTRATIVE TECHNICIAN	10	\$31,210.17	\$38,960.53	\$46,710.88	N
ADMINISTRATIVE CLERK	6	\$27,729.84	\$34,615.92	\$41,502.01	N
AQUATIC INSTRUCTOR	15	\$36,181.15	\$45,165.93	\$54,150.71	N
AQUATICS SUPERVISOR	19	\$41,512.92	\$51,821.73	\$62,130.54	N
ARBORIST	19	\$41,512.92	\$51,821.73	\$62,130.54	N
ASSISTANT TO THE CITY MANAGER	31	\$93,396.49	\$116,589.43	\$139,782.37	E
AUDIO/VISUAL TECHNICIAN	17	\$38,384.58	\$47,916.53	\$57,448.49	N
BUDGET ANALYST	22	\$48,056.40	\$59,990.13	\$71,923.87	E
BUDGET MANAGER	30	\$86,478.23	\$107,953.17	\$129,428.12	E
BUSINESS TAX INSPECTOR	16	\$37,266.58	\$46,520.91	\$55,775.23	N
BUSINESS TAX SPECIALIST	11	\$32,146.48	\$40,129.34	\$48,112.21	N
CHIEF FINANCIAL OFFICER	34	\$117,652.67	\$146,869.10	\$176,085.52	E
CITY CLERK	30	\$86,478.23	\$107,953.17	\$129,428.12	E
CITY ENGINEER	28	\$74,141.14	\$92,552.44	\$110,963.75	E
CODE ENFORCEMENT MANAGER	24	\$54,495.95	\$68,028.81	\$81,561.67	E
CODE ENFORCEMENT OFFICER I	15	\$36,181.15	\$45,165.93	\$54,150.71	N
CODE ENFORCEMENT OFFICER II	16	\$37,266.58	\$46,520.91	\$55,775.23	N
CODE ENFORCEMENT TEAM LEADER	18	\$39,536.12	\$49,354.03	\$59,171.95	N
COMMUNICATIONS & EXT AFFAIRS DIRECTOR	31	\$93,396.49	\$116,589.43	\$139,782.37	E
CONSTRUCTION & OPERATIONS MANAGER	27	\$68,649.21	\$85,696.71	\$102,744.21	E
CONTROLLER	31	\$93,396.49	\$116,589.43	\$139,782.37	E
CREW LEADER	13	\$34,104.20	\$42,573.22	\$51,042.24	N
CREW SUPERVISOR	19	\$41,512.92	\$51,821.73	\$62,130.54	N
CREW SUPERVISOR, SENIOR	20	\$43,588.57	\$54,412.82	\$65,237.07	N
CRIME SCENE SUPERVISOR	21	\$45,768.00	\$57,133.46	\$68,498.92	E
DEPUTY CITY CLERK	26	\$63,564.08	\$79,348.80	\$95,133.53	E
DEPUTY DIRECTOR OF HUMAN RESOURCES	29	\$80,072.43	\$99,956.64	\$119,840.85	E
DEPUTY DIRECTOR, PLANNING AND DEVELOPMENT	29	\$80,072.43	\$99,956.64	\$119,840.85	E
DEPUTY DIRECTOR, TRANSPORTATION	29	\$80,072.43	\$99,956.64	\$119,840.85	E
DEVELOPMENT SERVICES MANAGER	24	\$54,495.95	\$68,028.81	\$81,561.67	E
DIGITAL COMMUNICATIONS SPECIALIST	20	\$43,588.57	\$54,412.82	\$65,237.07	N
DIRECTOR OF HUMAN RESOURCES	31	\$93,396.49	\$116,589.43	\$139,782.37	E

DIRECTOR, FINANCE	33	\$108,937.66	\$135,989.91	\$163,042.15	E
DIRECTOR, PARKS & RECREATION	31	\$93,396.49	\$116,589.43	\$139,782.37	E
DIRECTOR, PLANNING AND COMMUNITY SERVICE	31	\$93,396.49	\$116,589.43	\$139,782.37	E
DIRECTOR, TRANSPORTATION	31	\$93,396.49	\$116,589.43	\$139,782.37	E
ECONOMIC DEVELOPMENT ADMINISTRATOR	28	\$74,141.14	\$92,552.44	\$110,963.75	E
ENGINEERING TECHNICIAN	18	\$39,536.12	\$49,354.03	\$59,171.95	N
ENGINEERING TECHNICIAN, SENIOR	20	\$43,588.57	\$54,412.82	\$65,237.07	N
ENVIRONMENTAL COURT COORDINATOR	19	\$41,512.92	\$51,821.73	\$62,130.54	N
EQUIPMENT OPERATOR	10	\$31,210.17	\$38,960.53	\$46,710.88	N
EQUIPMENT OPERATOR, SENIOR	12	\$33,110.87	\$41,333.22	\$49,555.57	N
EROSION AND SOIL INSPECTOR	19	\$41,512.92	\$51,821.73	\$62,130.54	N
EXECUTIVE ASSISTANT	19	\$41,512.92	\$51,821.73	\$62,130.54	N
EXECUTIVE ASSISTANT MAYOR	21	\$45,768.00	\$57,133.46	\$68,498.92	E
FINANCIAL SYSTEMS MANAGER	26	\$63,564.08	\$79,348.80	\$95,133.53	E
FIRE BATTALION CHIEF	27	\$68,649.21	\$85,696.71	\$102,744.21	E
FIRE CAPTAIN	26	\$63,564.08	\$79,348.80	\$95,133.53	E
FIRE CHIEF	34	\$117,652.67	\$146,869.10	\$176,085.52	E
FIRE DEPUTY CHIEF	31	\$93,396.49	\$116,589.43	\$139,782.37	E
FIRE DEPUTY MARSHAL	26	\$63,564.08	\$79,348.80	\$95,133.53	E
FIRE EDUCATION SPECIALIST	18	\$39,536.12	\$49,354.03	\$59,171.95	N
FIRE LIEUTENANT	24	\$54,495.95	\$68,028.81	\$81,561.67	E
FIRE MARSHAL	29	\$80,072.43	\$99,956.64	\$119,840.85	E
FIRE PREVENTION OFFICER	19	\$41,512.92	\$51,821.73	\$62,130.54	N
FIREFIGHTER I	18	\$39,536.12	\$49,354.03	\$59,171.95	N
FIREFIGHTER II	19	\$41,512.92	\$51,821.73	\$62,130.54	N
FIREFIGHTER III	20	\$43,588.57	\$54,412.82	\$65,237.07	N
FISCAL SUPPORT SPECIALIST	13	\$34,104.20	\$42,573.22	\$51,042.24	N
FLEET MANAGER	26	\$63,564.08	\$79,348.80	\$95,133.53	E
FLEET SERVICE COORDINATOR, POLICE	20	\$43,588.57	\$54,412.82	\$65,237.07	N
FORENSIC TECHNICIAN	16	\$37,266.58	\$46,520.91	\$55,775.23	N
GENERAL SUPERVISOR, ROADS	23	\$50,459.22	\$62,989.64	\$75,520.06	E
GIS Analyst	19	\$41,512.92	\$51,821.73	\$62,130.54	N
GIS Specialist Supervisor	21	\$45,768.00	\$57,133.46	\$68,498.92	E
GRANTS ADMIN	27	\$68,649.21	\$85,696.71	\$102,744.21	E
GRAPHIC DESIGNER	20	\$43,588.57	\$54,412.82	\$65,237.07	N
GROUND & PARKS MAINTENANCE WORKER	8	\$29,418.58	\$36,724.03	\$44,029.48	N
HEAVY EQUIPMENT MECHANIC	16	\$37,266.58	\$46,520.91	\$55,775.23	N
HEAVY EQUIPMENT OPERATOR	15	\$36,181.15	\$45,165.93	\$54,150.71	N
HR GENERALIST	22	\$48,056.40	\$59,990.13	\$71,923.87	E
HUMAN RESOURCES SPECIALIST	14	\$35,127.33	\$43,850.42	\$52,573.51	N

LIFEGUARD	8	\$29,418.58	\$36,724.03	\$44,029.48	N
MAINTENANCE WORKER	6	\$27,729.84	\$34,615.92	\$41,502.01	N
MAINTENANCE WORKER, SENIOR	8	\$29,418.58	\$36,724.03	\$44,029.48	N
MANAGEMENT / POLICY ANALYST I	18	\$39,536.12	\$49,354.03	\$59,171.95	N
MANAGEMENT / POLICY ANALYST III	23	\$50,459.22	\$62,989.64	\$75,520.06	E
MARKETING SPECIALIST	13	\$34,104.20	\$42,573.22	\$51,042.24	N
NETWORK SPECIALIST	20	\$43,588.57	\$54,412.82	\$65,237.07	N
OCCUPATIONAL HEALTH AND SAFETY MANAGER	21	\$45,768.00	\$57,133.46	\$68,498.92	E
PARK SERVICES MANAGER	26	\$63,564.08	\$79,348.80	\$95,133.53	E
PARK SERVICES SUPERVISOR	19	\$41,512.92	\$51,821.73	\$62,130.54	N
PAYROLL & LEAVE SPECIALIST	11	\$32,146.48	\$40,129.34	\$48,112.21	N
PERMIT SPECIALIST	11	\$32,146.48	\$40,129.34	\$48,112.21	N
PLANNER I	18	\$39,536.12	\$49,354.03	\$59,171.95	N
PLANNER II	20	\$43,588.57	\$54,412.82	\$65,237.07	N
PLANNER III (Senior)	23	\$50,459.22	\$62,989.64	\$75,520.06	E
POLICE REVIEWER	20	\$43,588.57	\$54,412.82	\$65,237.07	N
POLICE CAPTAIN	28	\$74,141.14	\$92,552.44	\$110,963.75	E
POLICE CHIEF	34	\$117,652.67	\$146,869.10	\$176,085.52	E
POLICE DEPUTY CHIEF	31	\$93,396.49	\$116,589.43	\$139,782.37	E
POLICE DETECTIVE	21	\$45,768.00	\$57,133.46	\$68,498.92	E
POLICE LIEUTENANT	24	\$54,495.95	\$68,028.81	\$81,561.67	E
POLICE MAJOR	29	\$80,072.43	\$99,956.64	\$119,840.85	E
POLICE OFFICER I	19	\$41,512.92	\$51,821.73	\$62,130.54	N
POLICE OFFICER II	20	\$43,588.57	\$54,412.82	\$65,237.07	N
POLICE OFFICER III	21	\$45,768.00	\$57,133.46	\$68,498.92	E
POLICE OFFICER, PILOT	25	\$58,855.63	\$73,471.11	\$88,086.60	E
POLICE SERGEANT	21	\$45,768.00	\$57,133.46	\$68,498.92	E
PROFESSIONAL ENGINEER	27	\$68,649.21	\$85,696.71	\$102,744.21	E
PURCHASING/PROCUREMENT MANAGER	27	\$68,649.21	\$85,696.71	\$102,744.21	E
RECORDS AND DOCUMENTS COORDINATOR	13	\$34,104.20	\$42,573.22	\$51,042.24	N
RECREATION CENTER SUPERVISOR	19	\$41,512.92	\$51,821.73	\$62,130.54	N
RECREATION CENTER SUPERVISOR, ASSISTANT	18	\$39,536.12	\$49,354.03	\$59,171.95	N
RECREATION MANAGER	25	\$58,855.63	\$73,471.11	\$88,086.60	E
RECREATION SPECIALIST	8	\$29,418.58	\$36,724.03	\$44,029.48	N
RISK MANAGER	25	\$58,855.63	\$73,471.11	\$88,086.60	E
SENIOR BUDGET ANALYST	23	\$50,459.22	\$62,989.64	\$75,520.06	E
SIGN FABRICATOR	12	\$33,110.87	\$41,333.22	\$49,555.57	N
TRAFFIC OPERATIONS MANAGER	27	\$68,649.21	\$85,696.71	\$102,744.21	E
TRAFFIC SIGNAL TECHNICIAN	18	\$39,536.12	\$49,354.03	\$59,171.95	N
TRAFFIC SIGNALS SUPERVISOR	21	\$45,768.00	\$57,133.46	\$68,498.92	E
TRAFFIC SIGNS & MARKINGS SPECIALIST	12	\$33,110.87	\$41,333.22	\$49,555.57	N
TREASURY MANAGER	28	\$74,141.14	\$92,552.44	\$110,963.75	E

COSF Proposed Pay Grades

CITY OF SOUTH FULTON	Column1	Column2	Column3	Column4
Grade	Min	Mid	Max	Status
1	\$23,920.00	\$29,860.00	\$35,800.00	N
2	\$24,637.60	\$30,755.80	\$36,874.00	N
3	\$25,376.73	\$31,678.47	\$37,980.22	N
4	\$26,138.03	\$32,628.83	\$39,119.63	N
5	\$26,922.17	\$33,607.69	\$40,293.22	N
6	\$27,729.84	\$34,615.92	\$41,502.01	N
7	\$28,561.73	\$35,654.40	\$42,747.07	N
8	\$29,418.58	\$36,724.03	\$44,029.48	N
9	\$30,301.14	\$37,825.75	\$45,350.37	N
10	\$31,210.17	\$38,960.53	\$46,710.88	N
11	\$32,146.48	\$40,129.34	\$48,112.21	N
12	\$33,110.87	\$41,333.22	\$49,555.57	N
13	\$34,104.20	\$42,573.22	\$51,042.24	N
14	\$35,127.33	\$43,850.42	\$52,573.51	N
15	\$36,181.15	\$45,165.93	\$54,150.71	N
16	\$37,266.58	\$46,520.91	\$55,775.23	N
17	\$38,384.58	\$47,916.53	\$57,448.49	N
18	\$39,536.12	\$49,354.03	\$59,171.95	N
19	\$41,512.92	\$51,821.73	\$62,130.54	N
20	\$43,588.57	\$54,412.82	\$65,237.07	N
21	\$45,768.00	\$57,133.46	\$68,498.92	E
22	\$48,056.40	\$59,990.13	\$71,923.87	E
23	\$50,459.22	\$62,989.64	\$75,520.06	E
24	\$54,495.95	\$68,028.81	\$81,561.67	E
25	\$58,855.63	\$73,471.11	\$88,086.60	E
26	\$63,564.08	\$79,348.80	\$95,133.53	E
27	\$68,649.21	\$85,696.71	\$102,744.21	E
28	\$74,141.14	\$92,552.44	\$110,963.75	E
29	\$80,072.43	\$99,956.64	\$119,840.85	E
30	\$86,478.23	\$107,953.17	\$129,428.12	E
31	\$93,396.49	\$116,589.43	\$139,782.37	E
32	\$100,868.20	\$125,916.58	\$150,964.95	E
33	\$108,937.66	\$135,989.91	\$163,042.15	E
34	\$117,652.67	\$146,869.10	\$176,085.52	E
35	\$127,064.89	\$158,618.63	\$190,172.37	E
36	\$137,230.08	\$171,308.12	\$205,386.15	E